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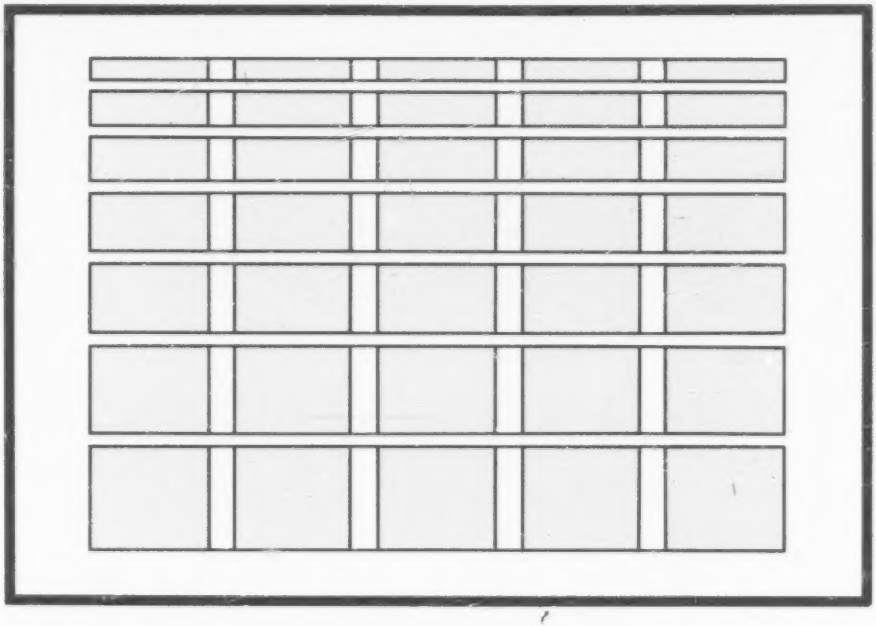
1986

AMS Data Processing Salaries Report



Salary and policy information for data processing personnel in the United States and Canada

99 cities **2,085 companies** **47,333 employees**

Fourth Annual
Data Processing Salaries Report

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ADMINISTRATIVE MANAGEMENT SOCIETY
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Administrative Management Society
Willow Grove, PA 19090
Printed in U.S.A.

Price – Members $75 Non-Members $115
(Price Subject To Change)

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AMS Management Information Committee

OBJECTIVES

To provide up-to-date information on various aspects of management through survey activities and to disseminate this data through appropriate society committees and members; and to make this information available to other professional organizations, managers and educators.

The AMS salary survey data shall reveal trends and the going job rate for comparable jobs in the business community. This does not include starting hire rates or salary ranges.

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Introduction

The AMS Management Information Committee is pleased to present the results of the fourth annual salary survey of data processing personnel.

The survey is made possible through the vast network of AMS chapters throughout the United States and Canada. Input has been provided by AMS member and non-member companies in the areas of local chapters. All major cities are represented.

This report covers 20 key positions, grouped in job families, ranging from data entry personnel to managers of computer operations and applications programming.

Annual base compensation in effect on September 16, 1985 is reported. Statistics include salary data for 47,333 data processing employees in 2,085 companies in 99 cities in North America.

Types of businesses represented in the survey are Manufacturing/Processing; Banking/Insurance/Financial; Retail/Wholesale Sales and Distribution; Utilities; All Others (Government, Educational, Medical, Employment, etc.).

In addition to salary data, the report provides up-to-date information on salary structures, incentives, types of salary increases and overtime pay practices.

The *1986 Data Processing Salaries Report* is sent without charge to all participating member and non-member companies.

We welcome your comments regarding the format of this survey, the positions included and other suggestions that will make this report a more useful management tool.

Map of AMS Chapters in United States and Canada

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Charlotte, NC 34
Chattanooga, TN 35
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Cleveland, OH 31
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San Jose, CA 39
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Springfield (Western MA) 29
Stamford (Southern CT)[7] 29
Stockton, CA 40
Syracuse, NY 29
Tampa Bay, FL 38
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Washington, DC 29
Westchester, NY 29
Wichita, KS 34
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Winston-Salem, NC 38
Worcester, MA 29
York, PA 30

1 Bridgeport, Shelton, Trumbull, New Haven, Fairfield, Stamford, Norwalk, Westport
2 Des Plaines, Schaumburg, Deerfield, Oak Brook, Elmhurst
3 Davenport, IA; Moline, E. Moline, Rock Island, IL
4 Grand Rapids, Big Rapids, Wyoming, Muskegon, Zeeland
5 Newark, East Orange, Summit, Clifton, Elizabeth, Morristown
6 Raleigh, Durham, Henderson
7 Stamford, Old Greenwich, Wilton, Danbury, Darien

Guide To Use of Survey Data

FOR YOUR INFORMATION

This survey was developed to provide AMS members and non-members with reliable salary and benefit information for data processing personnel. It presents annual base compensation for 20 carefully selected data processing positions that are found in most companies throughout the United States and Canada.

GEOGRAPHIC REGIONS

Salary data is included for most major cities and for seven geographic regions – Total United States; Eastern United States; East Central United States; West Central United States; Southern United States; Western United States; and Canada. As an additional service to users of the report, a breakdown of salaries by type of business for the United States and the five regions in the United States is included.

COROLLARY INFORMATION

The corollary data specifically identifies up-to-date personnel policies and practices. Information is given on salary structures, incentives, types of salary increases, and overtime pay practices.

SALARY DATA

In addition to the average annual base compensation for each of the positions in the survey, the report gives the first quartile, the median and the third quartile, and the number of companies reporting and the number of employees reported.

EXPLANATION OF STATISTICS

The salary rates are explained as follows:

Average (Arithmetic Mean) – in computing the average (arithmetic mean) for each position, the total number of employees reported for each salary is multiplied by the salary. The results of each of these calculations are totaled and divided by the number of employees whose salaries are reported for the position.

Quartiles – A quartile is not an average – it is a measure of a position in a distribution. It is an actual salary at the particular quartile position. In certain distributions, there may not be a person's salary at the quartile dividing point, in which case interpolation and rounding are used to provide a whole dollar figure.

As contrasted to averages, quartiles are not affected by the high frequency of salaries at the extremes, either at the high or low end of a distribution. Because of this characteristic, quartiles present highly acceptable figures in salary surveys where position categories are subject to personal interpretation.

First Quartile – This is the actual annual salary paid the employee whose salary is more than one-quarter and less than three-quarters of all the employees reported for the position.

Median – Second Quartile – This is the actual annual salary of the middle employee in the distribution. Half of the employees reported earn more; the other half earn less. In a perfectly balanced distribution, the median salary will be the same figure as the average (arithmetic mean).

Generally speaking, when a substantial number of salaries are reported for a position and they have been placed in the correct classification (close conformance to position description), these two figures, the median and average, will be close.

Third Quartile – This is the actual annual salary paid the employee whose salary is more than three-quarters of all the employees reported for the position.

The salaries at the First and Third Quartile show the limits of the middle 50% of employees reported. Some refer to the spread between these salaries as an "effective salary range" for the position because the salaries at the extremes are disregarded.

APPLYING THE INFORMATION

Salary surveys must be used with great caution. You are urged to review the content of each position description before making salary comparisons with the positions in your company. Do not be misled by position titles.

The position descriptions used in the questionnaire are basic. They were developed to enable respondents to include employees with similar duties. You should not expect the salaries in your company to be the same as the survey figures. Other factors should be considered when making comparisons of figures. These include personnel policies used to provide data processing personnel with equitable compensation.

Position Titles & Descriptions

COMPUTER OPERATIONS

A MANAGER - COMPUTER OPERATIONS – Responsible for ensuring the security and efficient and continuous functioning of the Computer Operations Center mainframe and peripheral equipment. Interface with users to coordinate activities and resolve problems. Review and evaluate the performance of equipment and staff. Recommend improvements as necessary. Maintain a state-of-the-art knowledge of hardware and peripheral equipment. Interface with vendors with regard to computer operating equipment. Execute management responsibilities of hiring, firing, training, appraising employee performance and preparing and monitoring departmental operating and salary budgets.

B SUPERVISOR - COMPUTER OPERATIONS – This is the first level of supervision. Responsible for directing computer operations and related functions in the efficient and economical production and testing of all computer jobs. Evaluate performance and service given to users. Maintain, review and adjust operating schedules as necessary. Investigate and resolve operating problems. Serve as a liaison with vendors. Execute management responsibilities of hiring, firing, training, appraising employee performance and preparing and monitoring departmental operating and salary budgets.

C LEAD COMPUTER OPERATOR – Responsible for assisting the Supervisor-Computer Operations in providing work leadership and technical guidance to computer operators to ensure a smooth and continuous flow of work and high quality of performance. This includes assisting in planning and balancing schedules; determining and resolving equipment input; operate and program problems within prescribed limits of authority; providing training to operators and operating equipment as necessary.

D COMPUTER OPERATOR - LEVEL A – Operate computer utilizing established programs or programs under development. Load computer and operate console. Troubleshoot program errors or equipment failures. May instruct or give limited directions to less experienced operators.

E COMPUTER OPERATOR - LEVEL B – Operate computer utilizing established programs or programs under development. Load computer and operate console in accordance with programmed instructions. Observe functioning of equipment. Detect and report nature of errors or equipment failure and make simple console adjustments. Maintain necessary operating records.

COMPUTER OPERATIONS SUPPORT STAFF

F TAPE LIBRARIAN – Responsible for maintaining a library of computer generated information (e.g., tapes, disks, etc.). File information according to established procedure. Maintain logs of tapes in use and ensure their return. Prepare tapes for selected computer operations. Maintain an inventory of all library information. Inspect files for damage and report as necessary.

G DATA QUALITY CONTROL CLERK – Responsible for receiving and reviewing all data processing input and output for completeness and accuracy to ensure user requirements are met. Interface with users as necessary and/or resolve and correct problems within the parameters of the position. Distribute reports according to instructions.

DATA ENTRY

H SUPERVISOR - DATA ENTRY – This is the first level of supervision. Responsible for supervising and organizing the work of employees operating data entry equipment. Review and evaluate section performance. Interface with users as needed. Execute management responsibilities of hiring, firing, training, appraising employee performance and preparing and monitoring departmental operating and salary budgets.

I LEAD DATA ENTRY OPERATOR – Responsible for assisting the Supervisor-Data Entry by providing work, leadership and technical guidance to data entry operators to ensure a smooth and continuous flow of work and high quality of performance. Operate data entry equipment.

J DATA ENTRY OPERATOR - LEVEL A – Responsible for operating data entry equipment to record and/or verify, using the more complex formats, data from source documents. Correct errors. Follow a pattern of operations generally standardized but frequently including rules, exceptions and special instructions which demand the operator's close attention. May provide assistance and/or training to less experienced operators.

K DATA ENTRY OPERATOR - LEVEL B – Responsible for operating data entry equipment to record and/or verify data from source documents. Correct errors. Follow a generally standardized pattern of operations.

APPLICATIONS PROGRAMMING

L MANAGER - APPLICATIONS PROGRAMMING – Responsible for planning, organizing, directing and coordinating applications programming personnel involved in systems analyses, design, programming, modification and implementa-

tion of projects. Plan and monitor project assignments and schedules. Meet with users to identify project requirements, establish deadlines, communicate progress and resolve problems (e.g., programming, equipment). Analyze and ensure results meet user requirements. Execute management responsibilities of hiring, firing, training, appraising employee performance and preparing and monitoring departmental operating and salary budgets.

M PROJECT LEADER (LEAD PROGRAMMER/ANALYST) – Under general direction plan, control and monitor the analysis, design and/or modification of applications programs. Coordinate the testing and ensure the timely implementation of projects as assigned to the team. Ensure all necessary documentation is completed and department standards are adhered to. Interface with users and ensure their requirements are met. Provide training and assistance to programmer/analysts. Prepare project status reports and keep management informed of all pertinent developments within area of responsibility.

N SYSTEMS ANALYST (SENIOR PROGRAMMER/ANALYST) – Under general supervision participate in the analysis, program design, and other tasks needed to produce reports and mathematical computations or to maintain existing information systems. Projects assigned are of a more complex nature requiring extensive exposure, experience, and technical expertise. Interface with users to determine the need for, use of and informational requirements of the new system or system modification. Define the applications problem, determine system specifications and make recommendations. Prepare logic flow charts and documentation. Devise data verification methods and standard systems procedures. Train experienced programmer/analysts.

O PROGRAMMER/ANALYST – Under general supervision participate in the analysis, program design, coding and other applications programming tasks needed to produce reports and mathematical computations or to maintain existing information systems. Projects are of an intermediate complexity level. Interface with users to determine the need for, use of and information requirement of the new system or system modification. Define the applications problems and determine system specifications and make recommendations. Prepare logic flow charts, codes and documentation. Devise data verification methods and standard system procedures.

P PROGRAMMER – Under general supervision, participate in the analysis, program design, coding and other applications programming tasks needed to produce reports and mathematical computations or to maintain information systems. Prepare all elements of program documentation, test data and organization of program testing schedules. Debug programs, design conversion procedures and operating procedures for operators of users of the program.

SOFTWARE SYSTEMS PROGRAMMING

Q MANAGER - SOFTWARE SYSTEMS PROGRAMMING – Responsible for planning, organizing, directing and coordinating personnel involved in the analysis, design, programming, modification and implementation of software systems. Plan and monitor project assignments and schedules. Analyze existing software systems, new software packages and make recommendations to senior management to improve operating efficiency and utilization. Establish standards and ensure their compliance. Interface with other members of the staff and provide technical guidance as necessary. Execute management responsibilities of hiring, firing, training, appraising employee performance and preparing and monitoring departmental operating and salary budgets.

R SENIOR SOFTWARE SYSTEMS PROGRAMMER – Under general supervision participate in all activities involved in the design, coding, implementation, or modification of software systems. Projects assigned are of a more complex nature requiring extensive exposure, experience and technical expertise. Analyze the performance of existing software systems and make recommendations to improve operating efficiency and utilization. Determine software system specifications. May recommend equipment changes. May provide guidance and/or training to less experienced systems programmers.

S SOFTWARE SYSTEMS PROGRAMMER – Under general supervision participate in activities involved in the design, coding, implementation or modification of software systems. Analyze the performance of existing software systems and make recommendations to improve operating efficiency and utilization. Determine software system specifications.

DATABASE MANAGEMENT

T DATABASE ADMINISTRATOR – Under general direction this position is fully responsible for the definition, organization, efficient and economic use and protection of the company's databases. Develop, document and enforce standards for database use, control, modification and maintenance. Develop and maintain descriptions of data, resources, and users including a database dictionary. Interface with staff and users concerning database structures, systems integration, procedures, et cetera. Prepare required reports and keep management informed as to pertinent developments within area of responsibility.

Salary Highlights

Percent of Change for Regions – 1984 to 1985

	Total U.S.	Eastern U.S.	East Central U.S.	West Central U.S.	Southern U.S.	Western U.S.	Canada
Manager - Computer Operations	7.3	1.1	7.6	9.0	12.6	6.9	3.4
Supervisor - Computer Operations	7.3	4.6	5.2	8.1	11.5	8.2	3.5
Lead Computer Operator	0.5	3.4	0.9	3.5	1.6	14.5	3.7
Computer Operator - Level A	4.5	4.5	4.4	7.1	3.0	5.9	12.1
Computer Operator - Level B	3.2	3.7	*	8.4	2.0	10.1	*
Tape Librarian	5.8	0.0	3.2	0.0	*	14.4	4.1
Data Quality Control Clerk	9.4	7.4	12.5	0.7	11.0	12.5	2.4
Supervisor - Data Entry	9.4	10.0	9.6	2.9	*	3.8	14.3
Lead Data Entry Operator	5.0	3.7	3.5	5.3	7.1	4.8	*
Data Entry Operator - Level A	5.9	4.3	4.1	3.8	7.0	5.7	12.9
Data Entry Operator - Level B	2.3	0.7	8.1	0.0	5.0	11.2	13.4
Manager- Applications Programming	4.3	1.7	10.5	2.6	2.2	4.1	6.6
Project Leader	5.1	1.9	5.7	5.2	6.6	7.3	8.7
Systems Analyst	5.5	2.9	3.8	4.9	7.2	13.7	5.0
Programmer/Analyst	4.2	4.5	0.7	3.6	5.4	10.5	6.7
Programmer	5.6	5.5	4.5	3.3	5.1	8.3	2.9
Manager - Software Sys. Programming	5.9	7.7	6.1	2.1	5.8	13.8	4.6
Senior Software Systems Programmer	4.3	4.4	4.7	3.6	5.4	3.3	6.5
Software Systems Programmer	8.2	6.0	2.8	11.2	7.8	*	9.8
Database Administrator	2.7	3.4	4.8	13.4	*	5.1	*
TOTAL AVERAGE	**5.3**	**4.2**	**5.0**	**4.9**	**6.7**	**9.3**	**6.5**

* Percent invalid due to change in sample size.

Salary Highlights

Percent of Change by Type of Business – 1984 to 1985 (U.S. Only)

	All Business Types	Manufacturing/Processing	Banking/Insurance/Financial	Retail/Wholesale Sales & Distribution	Utilities	All Others
Manager - Computer Operations	7.3	2.7	1.9	8.5	9.2	12.5
Supervisor - Computer Operations	7.3	2.9	4.0	2.0	5.6	9.3
Lead Computer Operator	0.5	3.7	3.5	*	*	3.6
Computer Operator - Level A	4.5	3.8	2.4	1.2	10.3	4.0
Computer Operator - Level B	3.2	*	5.5	0.0	9.9	*
Tape Librarian	5.8	*	4.2	8.0	*	4.7
Data Quality Control Clerk	9.4	0.6	5.9	7.3	13.7	10.6
Supervisor - Data Entry	9.4	9.3	5.1	2.5	5.7	12.8
Lead Data Entry Operator	5.0	8.4	*	2.6	7.1	7.7
Data Entry Operator - Level A	5.9	3.2	1.6	5.3	4.5	8.5
Data Entry Operator - Level B	2.3	1.4	6.0	*	5.0	*
Manager- Applications Programming	4.3	3.9	3.9	3.0	4.0	5.6
Project Leader	5.1	3.5	1.1	6.1	6.6	9.8
Systems Analyst	5.5	3.4	2.6	5.3	6.9	10.9
Programmer/Analyst	4.2	3.3	6.8	1.5	8.5	3.4
Programmer	5.6	2.6	4.3	1.4	3.6	8.9
Manager - Software Sys. Programming	5.9	5.8	5.0	*	8.6	4.1
Senior Software Systems Programmer	4.3	5.8	5.6	5.1	4.6	1.8
Software Systems Programmer	8.2	10.7	8.3	*	7.0	7.1
Database Administrator	2.7	8.3	4.4	*	4.9	*
TOTAL AVERAGE	**5.3**	**4.0**	**4.1**	**4.0**	**8.3**	**5.9**

* Percent invalid due to change in sample size.

Compensation-Related Information – Regional

Figures reported in percentages

	Total U.S.	Eastern U.S.	East Central U.S.	West Central U.S.	Southern U.S.	Western U.S.	Canada
Separate Salary Structure for Exempt DP Employees							
Yes	18.6	16.6	15.6	21.7	20.5	21.1	19.4
No	77.6	79.7	81.4	74.7	73.8	75.9	75.0
No answer	3.8	3.7	3.0	3.5	5.6	3.0	5.6
Separate Salary Structure for Non-exempt DP Employees							
Yes	17.8	14.3	17.6	20.2	20.5	18.7	10.2
No	78.5	81.8	79.9	76.3	74.1	78.3	79.6
No answer	3.7	3.9	2.5	3.5	5.4	3.0	10.2
Budget for Salary Increases for DP Employees							
Yes	8.2	7.9	7.7	8.1	9.0	9.6	10.2
No	87.4	87.5	88.6	88.6	85.4	86.1	81.5
No answer	4.4	4.7	3.7	3.3	5.6	4.2	8.3
Incentives to Current Employees for Recruiting							
None	83.0	80.5	84.4	85.6	82.3	84.3	81.5
Cash bonus	10.9	12.5	11.4	8.1	10.3	11.4	6.5
Prizes	0.1	0.0	0.0	0.3	0.3	0.0	0.0
Time off with pay	0.5	0.0	0.0	0.8	1.0	1.2	0.9
Other	1.6	2.3	2.0	1.8	0.8	0.0	2.8
No answer	3.9	4.7	2.2	3.5	5.4	3.0	8.3
Type of Salary Increases for Exempt DP Employees							
Merit	56.3	55.8	63.3	52.8	56.9	48.2	21.3
General	4.8	4.8	4.5	5.3	4.1	5.4	6.5
Longevity	0.8	0.5	1.0	0.5	0.8	1.8	1.9
Merit and general	24.6	26.5	21.8	25.0	20.8	31.9	50.9
Merit and longevity	4.6	4.3	4.0	5.3	5.1	3.6	1.9
General and longevity	1.8	1.6	0.7	3.0	1.8	2.4	2.8
Other	2.0	1.3	1.0	2.8	3.3	1.8	4.6
No answer	5.3	5.1	3.7	5.3	7.2	4.8	10.2
Pay Practices for Exempt DP Employees							
Shift premiums	12.6	12.5	14.1	13.1	11.5	10.8	13.9
Meal allowance	15.1	18.6	13.9	10.9	14.9	15.7	22.2
Transportation allowance	5.9	7.9	6.9	3.5	3.8	6.0	9.3
Saturday premiums	3.9	5.3	3.5	3.8	3.1	2.4	4.6
Sunday premiums	4.1	5.1	4.0	3.5	4.1	2.4	4.6
Saturday & Sunday premiums	6.2	7.7	7.7	4.5	4.4	5.4	13.9
Compensatory time off	36.0	36.7	34.0	35.9	34.1	42.8	53.7
Other	16.8	22.5	53.3	71.0	88.2	18.1	27.8
No answer	32.8	29.1	32.0	36.4	35.9	32.5	18.5

Compensation-Related Information – Type of Business (U.S. Only)

Figures reported in percentages

	All Business Types	Manufacturing/Processing	Banking/Insurance/Financial	Retail/Wholesale Sales & Distribution	Utilities	All Others
Separate Salary Structure for Exempt DP Employees						
Yes	18.6	16.5	24.3	21.9	16.2	16.9
No	77.6	82.8	74.3	76.7	83.8	73.7
No answer	3.8	0.7	1.4	1.4	0.0	9.4
Separate Salary Structure Non-exempt DP Employees						
Yes	17.8	18.2	16.9	21.4	18.9	16.4
No	78.5	81.2	81.7	76.2	81.1	74.6
No answer	3.7	0.6	1.4	2.4	0.0	9.0
Budget for Salary Increases for DP Employees						
Yes	8.2	7.9	10.0	9.0	8.1	7.5
No	87.4	90.8	88.9	89.0	91.1	82.2
No answer	4.4	1.3	1.1	1.9	0.0	10.3
Incentives to Current Employees for Recruiting						
None	83.0	92.0	71.7	81.0	97.3	78.9
Cash Bonus	10.9	5.3	24.6	12.9	2.7	9.6
Prizes	0.1	0.1	0.3	0.0	0.0	0.0
Time off with pay	0.5	0.3	0.3	1.9	0.0	0.3
Other	1.6	1.2	1.7	1.0	0.0	2.4
No answer	3.9	1.0	1.4	3.3	0.0	8.8
Type of Salary Increases for Exempt DP Employees						
Merit	56.3	65.0	73.7	48.1	52.7	41.4
General	4.8	3.9	4.0	4.3	5.4	6.1
Longevity	0.8	0.6	0.3	0.5	0.0	1.3
Merit and general	24.6	23.6	16.6	27.6	29.7	28.3
Merit and longevity	4.6	2.8	4.0	9.5	1.4	5.4
General and longevity	1.8	0.9	0.0	1.4	4.1	3.6
Other	2.0	0.9	0.6	4.8	5.4	2.5
No answer	5.3	2.4	0.9	3.8	1.4	11.4
Pay Practices for Exempt DP Employee						
Shift premiums	12.6	13.2	14.0	6.7	10.8	13.5
Meal allowance	15.1	8.5	27.1	9.5	37.8	14.8
Transportation allowance	5.9	2.2	10.0	6.2	6.8	7.2
Saturday premiums	3.9	7.3	2.6	1.9	1.4	2.2
Sunday premiums	4.1	6.8	2.3	1.9	8.1	2.7
Saturday and Sunday premiums	6.2	8.9	5.1	1.4	10.8	5.1
Compensatory time off	36.0	28.9	40.6	37.1	35.1	40.4
Other	16.8	20.2	13.7	15.2	21.6	14.9
No answer	32.8	34.0	28.9	38.6	20.3	33.2

Overall Salaries by Position
1984 and 1985
U.S. Summary

	1985	1984	% of Change
Computer Operations			
Manager - Computer Operations	$38,000	$35,400	+7.3
Supervisor - Computer Operations	27,800	25,900	+7.3
Lead Computer Operator	21,000	20,900	+0.5
Computer Operator - Level A	18,400	17,600	+4.5
Computer Operator - Level B	16,100	15,600	+3.2
Computer Operations Support Staff			
Tape Librarian	16,400	15,500	+5.8
Data Quality Control Clerk	16,300	14,900	+9.4
Data Entry Operations			
Supervisor - Data Entry	22,100	20,200	+9.4
Lead Data Entry Operator	16,800	16,000	+5.0
Data Entry Operator - Level A	14,400	13,600	+5.9
Data Entry Operator - Level B	13,100	12,800	+2.3
Applications Programming			
Manager - Applications Programming	41,700	40,000	+4.3
Project Leader (Lead Programmer/Analyst)	37,400	35,600	+5.1
Systems Analyst (Sr. Programmer/Analyst)	32,600	30,900	+5.5
Programmer/Analyst	27,400	26,300	+4.2
Programmer	22,800	21,600	+5.6
Software Systems Programming			
Mgr. - Software Systems Programming	42,800	40,400	+5.9
Senior Software Systems Programmer	36,200	34,700	+4.3
Software Systems Programmer	30,500	28,200	+8.2
Database Management			
Database Administrator	37,400	36,400	+2.7

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

TOTAL UNITED STATES

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.0	27.8	21.0	18.4	16.1	16.4	16.3	22.1	16.8	14.4	13.1	41.7	37.4	32.6	27.4	22.8	42.8	36.2	30.5	37.4
FIRST QUARTILE	32.0	23.5	17.5	15.5	13.5	13.5	13.5	17.5	14.5	11.5	10.5	36.0	34.0	28.0	24.5	19.5	38.0	32.0	26.5	32.0
MEDIAN	38.0	26.5	20.5	17.5	15.5	15.5	15.5	20.5	16.5	13.5	12.5	42.0	38.0	32.0	28.0	22.5	44.0	36.0	30.0	38.0
THIRD QUARTILE	44.0	32.0	23.5	20.5	17.5	19.5	18.5	25.5	18.5	15.5	14.5	47.5	40.0	36.0	30.0	25.5	47.5	40.0	34.0	44.0
NO. COMPANIES	1105	845	698	967	852	312	401	577	556	996	750	716	624	873	1030	901	410	410	356	314
NO. EMPLOYEES	1221	1412	1491	3088	2713	606	1073	758	1024	4675	3904	1574	2787	4872	6179	4947	564	1210	1133	405

CANADA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	42.3	32.2	25.4	23.1	21.4	20.3	21.3	26.3	19.2	19.3	17.8	45.3	41.4	35.9	30.3	25.0	43.6	39.4	31.4	37.2
FIRST QUARTILE	38.0	28.0	20.5	19.5	17.5	15.5	15.5	20.5	16.5	16.5	14.5	38.0	36.0	32.0	28.0	22.5	38.0	36.0	28.0	30.0
MEDIAN	40.0	32.0	25.5	22.5	20.5	19.5	20.5	24.5	18.5	18.5	17.5	47.5	40.0	36.0	30.0	25.5	44.0	40.0	32.0	34.0
THIRD QUARTILE	47.5	38.0	30.0	25.5	26.5	23.5	23.5	32.0	22.5	22.5	21.5	52.5	47.5	40.0	34.0	28.0	47.5	42.0	36.0	44.0
NO. COMPANIES	47	32	28	39	44	8	13	16	25	42	37	32	23	43	50	40	13	16	17	12
NO. EMPLOYEES	67	58	48	81	134	13	24	19	45	180	107	40	63	193	270	250	13	33	47	14

A	MANAGER - COMPUTER OPERATIONS
B	SUPERVISOR - COMPUTER OPERATIONS
C	LEAD COMPUTER OPERATOR
D	COMPUTER OPERATOR - LEVEL A
E	COMPUTER OPERATOR - LEVEL B
F	TAPE LIBRARIAN
G	DATA QUALITY CONTROL CLERK
H	SUPERVISOR - DATA ENTRY
I	LEAD DATA ENTRY OPERATOR
J	DATA ENTRY OPERATOR - LEVEL A
K	DATA ENTRY OPERATOR - LEVEL B
L	MANAGER-APPLICATIONS PROGRAMMING
M	PROJECT LEADER (Lead Programmer/Analyst)
N	SYSTEMS ANALYST (Sr. Programmer/Analyst)
O	PROGRAMMER/ANALYST
P	PROGRAMMER
Q	MANAGER - SOFTWARE SYSTEMS PROGRAMMING
R	SENIOR SOFTWARE SYSTEMS PROGRAMMER
S	SOFTWARE SYSTEMS PROGRAMMER
T	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

EASTERN UNITED STATES

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.0	27.5	21.4	18.6	16.7	16.8	16.0	22.1	17.0	14.5	13.6	41.3	37.3	32.0	27.6	23.1	43.6	35.9	29.9	36.4
FIRST QUARTILE	30.0	23.5	17.5	15.5	14.5	13.5	13.5	18.5	14.5	12.5	11.5	34.0	34.0	28.0	24.5	20.5	38.0	32.0	26.5	26.5
MEDIAN	38.0	26.5	21.5	18.5	15.5	15.5	15.5	20.5	16.5	14.5	13.5	42.0	38.0	32.0	28.0	22.5	44.0	36.0	30.0	36.0
THIRD QUARTILE	44.0	32.0	24.5	21.5	18.5	21.5	17.5	25.5	18.5	15.5	15.5	47.5	40.0	36.0	30.0	25.5	47.5	40.0	34.0	44.0
NO. COMPANIES	348	263	220	281	263	92	115	168	174	304	251	206	184	260	289	270	121	123	105	93
NO. EMPLOYEES	379	434	421	896	756	203	361	213	305	1159	1452	544	859	1496	1808	1620	185	381	392	152

EAST CENTRAL UNITED STATES

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.4	28.1	21.7	18.8	16.4	16.2	17.1	24.0	17.7	15.4	13.4	43.1	37.3	32.7	27.6	23.2	43.3	36.0	29.8	39.4
FIRST QUARTILE	32.0	23.5	18.5	15.5	14.5	14.5	13.5	18.5	14.5	12.5	11.5	38.0	34.0	30.0	25.5	20.5	40.0	34.0	26.5	32.0
MEDIAN	38.0	28.0	21.5	18.5	15.5	15.5	16.5	22.5	16.5	14.5	12.5	44.0	36.0	32.0	28.0	22.5	44.0	36.0	30.0	38.0
THIRD QUARTILE	44.0	32.0	24.5	21.5	18.5	17.5	20.5	26.5	19.5	16.5	15.5	47.5	40.0	36.0	30.0	26.5	47.5	38.0	32.0	47.5
NO. COMPANIES	251	180	155	220	166	61	71	112	111	200	139	151	139	186	213	196	77	92	69	51
NO. EMPLOYEES	266	302	342	709	559	120	161	140	182	906	781	369	658	1151	1389	1188	113	248	192	68

WEST CENTRAL UNITED STATES

TOTAL ALL TYPES OF BUSINESS

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.6	28.0	20.9	18.2	15.5	15.0	14.6	21.1	15.8	13.8	12.1	39.8	36.7	31.9	26.0	21.6	39.7	34.9	29.8	34.1
FIRST QUARTILE	32.0	23.5	17.5	14.5	13.5	12.5	11.5	16.5	13.5	11.5	10.5	34.0	32.0	28.0	22.5	18.5	36.0	30.0	25.5	34.0
MEDIAN	36.0	28.0	20.5	17.5	15.5	14.5	13.5	19.5	15.5	12.5	11.5	40.0	36.0	30.0	25.5	21.5	40.0	34.0	30.0	38.0
THIRD QUARTILE	44.0	32.0	23.5	20.5	16.5	15.5	16.5	24.5	17.5	14.5	12.5	44.0	40.0	34.0	30.0	23.5	44.0	38.0	34.0	42.0
NO. COMPANIES	190	161	129	180	173	58	76	122	121	212	150	150	141	183	225	200	96	86	74	53
NO. EMPLOYEES	196	227	263	518	506	113	173	151	184	1022	726	254	309	891	1125	832	124	201	230	73

SOUTHERN UNITED STATES

TOTAL ALL TYPES OF BUSINESS

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.3	27.2	19.3	17.4	15.1	16.6	16.2	21.7	16.6	13.7	12.6	41.8	37.0	32.7	27.2	22.5	43.5	37.1	30.4	36.5
FIRST QUARTILE	32.0	22.5	16.5	15.5	13.5	13.5	12.5	17.5	14.5	11.5	10.5	38.0	34.0	30.0	24.5	19.5	40.0	34.0	26.5	32.0
MEDIAN	38.0	26.5	18.5	16.5	14.5	15.5	14.5	20.5	17.5	1 .5	12.5	42.0	38.0	32.0	26.5	22.5	47.5	36.0	30.0	36.0
THIRD QUARTILE	44.0	32.0	21.5	19.5	16.5	19.5	18.5	24.5	18.5	15.5	13.5	47.5	40.0	36.0	30.0	24.5	47.5	40.0	34.0	42.0
NO. COMPANIES	228	173	150	208	189	73	101	127	106	196	141	153	134	177	220	177	87	95	81	74
NO. EMPLOYEES	280	320	353	714	652	125	280	181	264	975	687	287	491	912	1274	930	97	226	216	98

WESTERN UNITED STATES

TOTAL ALL TYPES OF BUSINESS

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.4	29.1	23.7	19.8	17.4	18.3	18.9	21.7	17.6	14.9	13.9	42.9	39.7	35.8	29.5	23.6	45.4	37.4	35.5	38.8
FIRST QUARTILE	34.0	25.5	20.5	17.5	14.5	14.5	15.5	19.5	15.5	12.5	11.5	38.0	38.0	32.0	26.5	20.5	40.0	34.0	30.0	32.0
MEDIAN	40.0	28.0	23.5	19.5	17.5	17.5	18.5	20.5	17.5	13.5	13.5	42.0	40.0	36.0	30.0	22.5	47.5	36.0	36.0	38.0
THIRD QUARTILE	47.5	32.0	26.5	22.5	19.5	20.5	23.5	23.5	18.5	17.5	15.5	47.5	42.0	38.0	32.0	26.5	52.5	42.0	42.0	47.5
NO. COMPANIES	88	68	44	78	61	28	38	48	44	84	69	56	46	67	83	58	29	34	27	21
NO. EMPLOYEES	100	129	112	251	240	45	98	73	89	613	258	120	270	422	583	377	45	154	103	24

Summary Of Annual Salary Levels For Data Processing Positions in the United States

A	B	C	D	E	F
MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN

This table summarizes the salary levels for all of the participating companies in the United States. The data reflects the total number of employees reported by position titles at the various levels of annual base compensation.

An "A" has been placed to the left of the number of employees that fall in the salary level representing the average annual salary of all of the employees reported in that particular job category. (See page 15 for actual average figures.)

For easy reference, the shaded figures for each job category indicate the number of employees by consecutive salary levels which represent the range from the first quartile to the third quartile inclusively (the middle 50%). (See page 15 for actual quartile figures.)

For example, by referring to the chart you can see that of the 1,221 managers of computer operations reported, a total of 107 received an annual base salary between $37,001 and $39,000, and the average salary of $38,000 falls within this range. The shaded area covers the salaries between $31,001 and $45,000 which includes the first quartile rate of $32,000 and the third quartile rate of $44,000.

This procedure can be applied to each position in the survey.

ANNUAL SALARY LEVEL	A	B	C	D	E	F
UNDER-11000	-	-	4	22	122	24
11001-12000	1	2	5	83	121	35
12001-13000	1	1	17	101	213	62
13001-14000	3	2	24	182	331	77
14001-15000	2	5	48	247	385	91
15001-16000	2	11	80	297	365	59
16001-17000	4	12	92	328	A310	A37
17001-18000	6	31	138	328	241	42
18001-19000	8	43	147	A290	144	25
19001-20000	9	27	119	248	133	28
20001-21000	11	54	A139	228	91	22
21001-22000	4	69	128	159	71	18
22001-23000	11	65	116	183	64	65
23001-24000	16	100	85	109	27	2
24001-25000	26	86	75	81	14	2
25001-26000	20	97	57	43	43	6
26001-27000	20	128	49	48	25	2
27001-29000	52	A145	70	68	6	3
29001-31000	86	136	62	30	6	-
31001-33000	72	103	20	8	-	5
33001-35000	94	103	11	5	-	-
35001-37000	107	68	2	-	-	-
37001-39000	A107	46	1	-	1	-
39001-41000	103	31	-	-	-	-
41001-43000	103	23	-	-	-	-
43001-45000	83	7	2	-	-	1
45001-50000	120	8	-	-	-	-
50001-OVER	150	9	-	-	-	-
TOTAL EMPLOYEES	1221	1412	1491	3088	2713	606

DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR
G	H	I	J	K	L	M	N	O	P	Q	R	S	T

NUMBER OF EMPLOYEES BY JOB RATE

G	H	I	J	K	L	M	N	O	P	Q	R	S	T	TOTAL NUMBER OF EMPLOYEES
96	-	23	545	1046	-	-	-	1	5	-	-	-	-	1898
70	3	28	629	616	10	-	-	-	9	-	-	-	1	1613
87	3	57	624	507	-	-	-	1	19	-	-	2	-	1695
105	14	96	653	A480	-	-	-	-	23	-	-	-	1	1991
123	29	106	A568	329	-	1	-	5	59	-	1	4	1	2004
141	48	105	516	470	1	1	-	15	78	-	-	3	1	2193
A 74	53	A136	347	133	-	2	1	19	125	-	-	3	1	1677
79	47	161	210	104	1	-	4	43	284	1	1	8	-	1729
55	60	112	172	94	-	3	17	74	330	1	2	10	1	1588
40	61	56	120	53	-	5	7	104	373	1	1	10	3	1398
44	68	33	92	28	1	4	15	187	446	1	-	19	2	1485
37	58	37	32	22	1	11	31	250	468	1	9	22	6	1434
20	A37	23	50	-	-	7	50	306	A537	3	6	28	15	1586
36	45	15	42	2	2	7	86	369	482	1	4	45	4	1479
17	42	14	50	4	5	20	125	448	348	-	20	51	9	1437
16	28	11	20	15	7	25	164	540	318	1	18	49	7	1485
7	20	3	2	-	7	24	211	585	313	5	26	58	6	1539
17	50	4	3	1	11	107	529	A1095	343	4	57	140	16	2721
6	32	2	-	-	53	131	711	973	197	19	102	A150	25	2721
2	25	-	-	-	54	244	A720	545	93	19	99	155	27	2196
-	10	1	-	-	164	323	803	292	51	37	133	145	31	2203
-	6	1	-	-	101	443	573	190	12	24	A184	111	36	1858
-	4	-	-	-	128	A426	303	71	10	51	170	40	A40	1399
1	3	-	-	-	164	355	180	29	6	47	121	35	23	1098
-	2	-	-	-	A180	225	117	19	6	A64	114	28	38	919
-	3	-	-	-	177	161	73	10	2	48	67	1	22	657
-	5	-	-	-	267	161	110	8	3	124	64	6	45	921
-	2	-	-	-	240	101	42	-	2	112	11	10	42	721
1073		1024		3904		2787		6179		564		1133		
	758		4675		1574		4372		4947		1210		403	45634

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

TOTAL U.S. – Salaries by Type of Business

MANUFACTURING/PROCESSING

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.6	28.8	22.5	19.2	16.8	18.5	17.3	24.6	18.0	16.0	14.0	42.7	38.6	33.4	28.2	23.5	43.7	38.0	31.0	37.9
FIRST QUARTILE	32.0	23.5	18.5	16.5	13.5	14.5	14.5	19.5	15.5	13.5	11.5	38.0	36.0	30.0	25.5	19.5	38.0	34.0	28.0	32.0
MEDIAN	38.0	28.0	21.5	18.5	15.5	18.5	16.5	23.5	17.5	15.5	12.5	44.0	38.0	32.0	28.0	23.5	44.0	38.0	30.0	38.0
THIRD QUARTILE	44.0	32.0	25.5	21.5	18.5	22.5	20.5	28.0	20.5	18.5	15.5	47.5	42.0	36.0	30.0	26.5	47.5	42.0	36.0	44.0
NO. COMPANIES	351	268	195	306	266	70	93	132	151	321	232	200	179	278	338	277	118	110	101	90
NO. EMPLOYEES	369	350	365	701	652	131	192	153	210	945	731	304	654	1061	1286	800	150	291	260	92

BANKING/INSURANCE/FINANCIAL

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.0	26.2	20.5	17.2	15.3	15.0	14.6	20.5	15.8	13.1	12.4	42.6	36.3	31.4	26.7	21.6	44.0	35.7	30.1	40.5
FIRST QUARTILE	30.0	22.5	17.5	14.5	13.5	12.5	11.5	17.5	13.5	11.5	10.5	38.0	34.0	28.0	24.5	19.5	40.0	32.0	26.5	34.0
MEDIAN	38.0	25.5	20.5	16.5	15.5	14.5	13.5	20.5	15.5	12.5	11.5	42.0	36.0	32.0	26.5	21.5	44.0	36.0	30.0	42.0
THIRD QUARTILE	42.0	30.0	22.5	19.5	16.5	16.5	15.5	22.5	17.5	14.5	13.5	47.5	40.0	34.0	30.0	23.5	47.5	40.0	34.0	47.5
NO. COMPANIES	222	203	191	223	203	119	124	147	133	186	145	184	172	212	235	209	122	123	114	86
NO. EMPLOYEES	246	372	519	900	823	235	341	222	305	1174	984	507	1054	1719	2099	1809	154	363	360	111

RETAIL/WHOLESALE SALES AND DISTRIBUTION

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.2	24.9	18.3	16.5	14.9	16.2	14.7	20.7	16.0	13.9	12.8	41.6	38.5	33.9	27.1	22.0	44.9	36.9	27.7	36.6
FIRST QUARTILE	32.0	21.5	15.5	14.5	12.5	12.5	12.5	16.5	13.5	11.5	11.5	36.0	34.0	30.0	24.5	19.5	42.0	34.0	25.5	32.0
MEDIAN	38.0	24.5	18.5	16.5	14.5	15.5	14.5	19.5	16.5	13.5	12.5	40.0	38.0	34.0	26.5	22.5	47.5	38.0	28.0	36.0
THIRD QUARTILE	47.5	30.0	20.5	18.5	16.5	19.5	16.5	23.5	17.5	15.5	13.5	47.5	44.0	38.0	30.0	23.5	52.5	40.0	32.0	42.0
NO. COMPANIES	112	69	74	93	85	19	32	61	65	112	86	61	53	66	87	77	25	26	19	22
NO. EMPLOYEES	120	94	123	193	189	27	62	71	95	457	310	100	161	244	412	359	35	48	39	23

UTILITIES

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	45.1	34.2	27.5	23.5	19.9	21.5	23.3	29.9	19.5	18.5	15.9	46.5	40.1	35.4	30.6	25.7	46.5	38.5	33.8	42.5
FIRST QUARTILE	40.0	32.0	25.5	21.5	17.5	20.5	21.5	26.5	17.5	15.5	14.5	42.0	38.0	34.0	28.0	23.5	42.0	36.0	32.0	42.0
MEDIAN	44.0	34.0	28.0	22.5	20.5	22.5	23.5	30.0	17.5	18.5	16.5	47.5	40.0	34.0	30.0	26.5	47.5	38.0	34.0	42.0
THIRD QUARTILE	52.5	36.0	30.0	26.5	22.5	22.5	25.5	34.0	22.5	20.5	19.5	52.5	42.0	38.0	34.0	28.0	52.5	42.0	34.0	47.5
NO. COMPANIES	46	51	24	49	33	18	20	36	21	43	29	41	33	46	51	47	22	27	21	19
NO. EMPLOYEES	56	132	67	213	168	41	52	44	77	192	117	71	146	342	406	326	33	83	82	24

ALL OTHER TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.0	27.1	20.2	18.2	15.7	15.6	16.7	21.1	16.7	14.1	13.1	39.8	37.0	32.6	27.0	23.3	40.2	34.8	30.1	34.1
FIRST QUARTILE	30.0	23.5	17.5	15.5	13.5	12.5	13.5	17.5	14.5	12.5	10.5	34.0	32.0	28.0	23.5	20.5	34.0	30.0	25.5	28.0
MEDIAN	36.0	26.5	19.5	18.5	15.5	14.5	15.5	20.5	16.5	13.5	12.5	40.0	38.0	32.0	26.5	22.5	40.0	36.0	30.0	34.0
THIRD QUARTILE	42.0	30.0	22.5	20.5	17.5	17.5	18.5	23.5	18.5	15.5	15.5	44.0	40.0	36.0	30.0	26.5	47.5	38.0	34.0	40.0
NO. COMPANIES	374	254	214	296	265	86	132	201	186	334	258	230	187	271	319	291	123	124	101	98
NO. EMPLOYEES	430	464	417	1081	881	172	426	268	337	1907	1762	592	772	1506	1976	1653	192	425	392	153

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

EASTERN U.S. – Salaries by Type of Business

MANUFACTURING/PROCESSING — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.1	28.2	22.9	18.6	18.7	19.9	17.3	22.7	17.4	15.2	14.3	41.6	38.2	33.5	28.6	23.5	44.6	38.6	31.6	35.6
FIRST QUARTILE	30.0	23.5	18.5	16.5	14.5	16.5	14.5	18.5	14.5	12.5	11.5	36.0	36.0	32.0	26.5	20.5	40.0	36.0	30.0	28.0
MEDIAN	38.0	28.0	22.5	18.5	17.5	22.5	16.5	21.5	16.5	15.5	13.5	42.0	38.0	34.0	28.0	24.5	47.5	38.0	32.0	36.5
THIRD QUARTILE	42.0	32.0	26.5	20.5	23.5	22.5	20.5	28.0	18.5	16.5	17.5	47.5	40.0	36.0	32.0	26.5	47.5	42.0	36.0	44.0
NO. COMPANIES	131	93	72	104	99	19	31	43	60	114	91	65	54	90	105	91	42	15	10	11
NO. EMPLOYEES	143	115	142	217	232	59	55	51	90	311	306	89	229	358	425	276	59	48	16	11

BANKING/INSURANCE/FINANCIAL — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.1	27.0	23.9	19.1	15.3	15.0	14.7	20.1	16.3	14.0	12.1	43.2	36.3	31.0	27.4	22.3	45.5	35.8	30.2	45.7
FIRST QUARTILE	30.0	22.5	18.5	16.5	13.5	12.5	12.5	17.5	14.5	12.5	10.5	40.0	34.0	28.0	24.5	17.5	42.0	32.0	26.5	40.0
MEDIAN	38.0	26.5	21.5	17.5	15.5	14.5	14.5	20.5	16.5	13.5	11.5	44.0	36.0	32.0	28.0	21.5	47.5	36.0	30.0	47.5
THIRD QUARTILE	44.0	30.0	23.5	20.5	16.5	17.5	16.5	21.5	17.5	15.5	13.5	47.5	40.0	34.0	30.0	23.5	52.5	40.0	34.0	52.5
NO. COMPANIES	55	50	52	55	50	31	27	38	33	45	33	47	51	57	55	53	33	14	11	25
NO. EMPLOYEES	64	90	124	241	222	70	102	61	94	298	278	176	399	561	722	774	50	122	139	43

RETAIL/WHOLESALE SALES AND DISTRIBUTION — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.7	25.8	19.3	16.6	14.5	14.2	14.7	22.3	16.3	13.1	12.1	40.7	36.3	32.4	28.9	22.1	45.7	39.0	24.6	38.4
FIRST QUARTILE	30.0	22.5	16.5	14.5	12.5	10.5	13.5	18.5	14.5	10.5	10.5	38.0	34.0	28.0	26.5	19.5	42.0	36.0	23.0	38.0
MEDIAN	38.0	25.5	19.5	16.5	14.5	12.5	14.5	20.5	16.5	13.5	11.5	40.0	36.0	34.0	29.0	22.5	47.5	40.0	30.0	38.0
THIRD QUARTILE	47.5	30.0	21.5	18.5	15.5	17.5	16.5	30.0	17.5	14.5	12.5	42.0	38.0	36.0	30.0	24.5	52.5	40.0	32.0	42.0
NO. COMPANIES	26	17	19	20	22	4	11	16	19	29	25	13	14	16	18	20	5	7	4	5
NO. EMPLOYEES	26	29	35	43	49	6	26	19	29	161	74	22	32	41	70	89	5	17	18	5

UTILITIES — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	45.6	34.4	27.8	26.5	19.7	19.9	24.4	28.0	22.6	18.2	15.1	49.9	38.6	34.5	29.7	26.8	50.6	38.5	33.9	46.9
FIRST QUARTILE	40.0	30.0	25.5	24.5	16.5	17.5	21.5	28.0	19.5	15.5	13.5	47.5	36.0	30.0	26.5	24.5	47.5	36.0	32.0	42.0
MEDIAN	44.0	34.0	25.5	28.0	18.5	20.5	22.5	28.0	21.5	18.5	16.5	52.5	38.0	34.0	30.0	26.5	52.5	38.0	34.0	44.0
THIRD QUARTILE	52.5	36.0	29.0	28.0	21.5	22.5	25.5	28.0	24.0	20.5	17.5	52.5	42.0	36.0	34.0	30.0	52.5	42.0	36.0	52.5
NO. COMPANIES	14	13	5	11	11	6	7	9	5	12	6	11	8	11	13	10	8	10	4	5
NO. EMPLOYEES	14	26	10	41	42	9	21	9	7	51	18	15	35	95	101	48	8	41	14	5

ALL OTHER TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.3	26.6	20.0	18.2	15.8	15.6	15.5	22.6	17.0	14.4	14.0	39.2	39.2	31.4	26.3	23.9	40.1	33.0	25.5	30.0
FIRST QUARTILE	28.0	23.5	17.5	15.5	13.5	12.5	13.5	17.5	14.5	12.5	12.5	34.0	34.0	28.0	22.5	20.5	34.0	30.0	24.5	22.5
MEDIAN	36.0	26.5	17.5	18.5	15.5	14.5	15.5	21.5	17.5	14.5	14.5	36.0	38.0	30.0	25.5	23.5	40.0	30.0	25.0	28.0
THIRD QUARTILE	44.0	28.0	22.5	21.5	17.5	18.5	16.5	25.5	17.5	15.5	15.5	47.5	42.0	34.0	30.0	26.5	47.5	38.0	32.0	36.0
NO. COMPANIES	122	90	72	91	81	32	39	62	57	104	90	70	57	96	98	96	33	17	28	29
NO. EMPLOYEES	132	174	110	354	211	59	157	73	85	338	776	242	164	441	490	431	63	118	150	96

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

EAST CENTRAL U.S. — Salaries by Type of Business

MANUFACTURING/PROCESSING

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.4	29.4	23.0	19.6	16.6	17.2	19.7	26.7	18.3	16.7	13.4	44.2	37.2	32.4	27.4	23.4	44.1	37.6	31.1	41.3
FIRST QUARTILE	34.0	24.5	19.5	17.5	14.5	15.5	15.5	20.5	16.5	14.5	11.5	40.0	34.0	30.0	24.5	20.5	40.0	36.0	29.0	36.0
MEDIAN	38.0	28.0	22.5	18.5	15.5	16.5	19.5	25.5	18.5	15.5	11.5	44.0	38.0	32.0	28.0	23.5	44.0	38.0	30.0	38.0
THIRD QUARTILE	44.0	34.0	24.5	22.5	18.5	19.5	23.5	30.0	20.5	18.5	14.5	47.5	40.0	34.0	30.0	25.5	47.5	40.0	36.0	47.5
NO. COMPANIES	84	66	52	77	55	20	18	32	40	77	44	50	52	71	84	67	19	22	24	20
NO. EMPLOYEES	85	92	94	199	167	30	39	42	56	231	202	96	203	284	330	224	20	60	57	22

BANKING/INSURANCE/FINANCIAL

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.8	26.3	21.2	17.2	15.6	15.2	14.6	23.1	16.9	13.7	13.2	42.8	35.9	30.7	26.3	20.9	44.3	34.5	29.0	40.1
FIRST QUARTILE	32.0	23.5	18.5	14.5	12.5	13.5	11.5	18.5	14.5	11.5	10.5	38.0	34.0	28.0	24.5	17.5	42.0	32.0	25.5	30.0
MEDIAN	38.0	26.5	20.5	16.5	15.5	14.5	14.5	23.5	16.5	13.5	13.5	44.0	36.0	30.0	26.5	20.5	44.0	36.0	28.0	44.0
THIRD QUARTILE	40.0	30.0	23.5	19.5	17.5	16.5	17.5	25.5	18.5	14.5	14.5	47.5	38.0	32.0	28.0	22.5	47.5	38.0	30.0	47.5
NO. COMPANIES	48	43	38	45	41	24	23	25	23	36	30	35	37	46	44	41	24	22	18	14
NO. EMPLOYEES	54	96	132	204	172	64	58	40	44	257	299	132	238	414	432	323	36	98	38	14

RETAIL/WHOLESALE SALES AND DISTRIBUTION

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.3	25.1	16.8	17.5	16.6	18.5	12.7	19.7	15.1	14.4	13.7	46.5	42.2	36.4	27.7	23.0	48.5	36.6	29.5	36.9
FIRST QUARTILE	28.0	21.5	13.5	14.5	13.5	14.5	11.5	16.5	12.5	11.5	11.5	40.0	38.0	36.0	25.5	21.2	47.5	34.0	24.0	35.0
MEDIAN	40.0	25.5	15.5	17.5	17.5	18.5	12.5	20.5	14.5	14.5	12.5	52.5	44.0	38.0	28.0	22.5	47.5	38.0	30.0	38.0
THIRD QUARTILE	52.5	30.0	18.5	20.5	19.5	20.5	13.5	23.5	17.5	16.5	14.5	52.5	47.5	38.0	30.0	24.5	52.5	40.0	32.0	40.0
NO. COMPANIES	27	15	19	24	16	4	4	14	10	21	19	13	9	9	20	19	6	7	4	5
NO. EMPLOYEES	34	21	28	50	35	8	5	15	23	82	92	33	62	101	122	166	15	22	10	5

UTILITIES

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	42.9	34.3	27.2	22.6	19.9	20.3		32.9	23.6	20.6	17.4	50.3	41.5	36.5	31.0	25.3	46.6	38.8	34.2	
FIRST QUARTILE	38.0	30.0	28.0	18.5	17.5	19.5		26.5	22.5	19.5	16.5	47.5	36.0	34.0	28.0	22.5	44.0	34.0	28.0	
MEDIAN	40.0	34.0	28.0	22.5	19.5	20.5		32.0	23.5	21.5	17.5	52.5	42.0	36.0	30.0	25.5	44.0	36.0	32.0	
THIRD QUARTILE	47.5	38.0	28.0	28.0	22.5	21.5		38.0	23.5	22.5	17.5	52.5	44.0	38.0	34.0	28.0	52.5	44.0	40.0	
NO. COMPANIES	10	10	8	10	7	3		7	5	6	7	7	5	7	9	9	3	5	4	
NO. EMPLOYEES	10	22	28	48	41	5		7	11	36	34	13	23	45	113	138	7	9	10	

ALL OTHER TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.5	27.6	20.6	19.0	15.9	16.1	17.6	21.9	17.3	15.4	12.9	40.3	37.0	34.0	28.3	24.6	33.7	36.1	28.7	37.3
FIRST QUARTILE	30.0	22.5	17.5	16.5	14.5	13.5	15.5	17.5	14.5	12.5	10.5	36.0	32.0	30.0	25.5	20.5	34.0	32.0	25.5	30.0
MEDIAN	38.0	28.5	19.5	19.5	15.5	14.5	18.5	20.5	16.5	14.5	12.5	40.0	36.0	34.0	28.0	24.5	38.0	36.0	30.0	36.0
THIRD QUARTILE	44.0	32.0	22.5	20.5	17.5	19.5	20.5	23.5	17.5	16.5	15.5	44.0	40.0	36.0	30.0	28.0	44.0	40.0	32.0	42.0
NO. COMPANIES	82	86	38	64	47	10	25	34	33	60	39	46	36	53	56	60	25	26	12	10
NO. EMPLOYEES	83	71	62	208	144	13	54	36	48	300	154	95	132	307	395	327	34	54	37	25

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

WEST CENTRAL U.S. – Salaries by Type of Business

MANUFACTURING/PROCESSING — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.1	29.7	22.7	21.2	15.9	18.9	16.9	24.3	19.1	16.8	14.5	41.2	42.4	34.7	28.3	23.4	40.8	36.7	31.3	36.9
FIRST QUARTILE	34.0	24.5	19.5	17.5	13.5	14.5	11.5	15.5	16.5	13.5	12.5	36.0	36.0	28.0	23.5	19.5	36.0	30.0	26.5	28.0
MEDIAN	40.0	28.0	21.5	19.5	15.5	17.5	14.5	22.5	17.5	15.5	12.5	40.0	40.0	32.0	26.5	22.5	42.0	36.0	30.0	36.0
THIRD QUARTILE	47.5	32.0	24.5	26.5	16.5	18.5	20.5	28.0	20.5	19.5	14.5	47.5	52.5	44.0	32.0	26.5	47.5	44.0	36.0	40.0
NO. COMPANIES	59	54	31	55	55	17	19	23	27	61	47	43	32	56	68	68	32	32	21	20
NO. EMPLOYEES	59	69	59	135	122	22	44	25	29	206	106	59	126	248	252	171	39	85	80	20

BANKING/INSURANCE/FINANCIAL — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.4	26.7	19.6	16.6	15.2	13.3	13.0	20.1	15.0	12.2	11.7	40.8	33.7	30.2	25.3	20.6	42.6	33.7	28.5	37.5
FIRST QUARTILE	32.0	22.5	16.5	14.5	13.5	11.5	10.5	17.5	12.5	10.5	10.5	36.0	30.0	28.0	22.5	18.5	38.0	30.0	24.5	32.0
MEDIAN	36.0	26.5	18.5	16.5	15.5	13.5	12.5	19.5	14.5	11.5	11.5	42.0	34.0	30.0	25.5	20.5	42.0	34.0	30.0	36.0
THIRD QUARTILE	42.0	30.0	21.5	18.5	16.5	14.5	14.5	21.5	16.5	13.5	12.5	47.5	38.0	34.0	28.0	22.5	47.5	36.0	34.0	42.0
NO. COMPANIES	48	50	43	51	46	27	29	39	32	50	33	41	40	53	62	57	30	24	26	18
NO. EMPLOYEES	49	69	87	160	154	38	66	45	54	227	131	72	163	262	362	366	32	33	57	20

RETAIL/WHOLESALE SALES AND DISTRIBUTION — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.2	23.3	18.3	15.3	15.1		15.0	21.2	17.0	14.8	12.7	41.1	36.6	30.3	24.0	21.4	39.1	30.0	23.1	41.1
FIRST QUARTILE	32.0	21.5	16.5	12.5	14.5		12.5	15.5	14.5	12.5	11.5	36.0	32.0	30.0	22.5	18.5	34.0	24.5	17.5	34.0
MEDIAN	36.0	23.5	18.5	15.5	15.5		12.5	19.5	16.5	14.5	12.5	40.0	36.0	32.0	24.5	21.5	40.0	32.0	18.5	36.0
THIRD QUARTILE	42.0	24.5	20.5	17.5	15.5		14.5	24.5	18.5	15.5	13.5	44.0	38.0	32.0	26.5	22.5	42.0	34.0	30.0	42.0
NO. COMPANIES	17	10	9	13	16		2	13	13	19	16	12	9	9	18	13	5	4	3	4
NO. EMPLOYEES	18	13	18	24	38		4	15	14	70	74	16	19	20	71	32	5	5	5	4

UTILITIES — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	46.0	33.9	29.8	24.4	19.2			30.4	22.7	18.5	17.8	42.8	39.5	35.1	31.4	26.2	41.7	39.1	33.6	43.4
FIRST QUARTILE	42.0	34.0	30.0	21.5	16.5			28.0	22.5	17.5	14.5	42.0	38.0	34.0	30.0	26.5	42.0	38.0	34.0	42.0
MEDIAN	42.0	34.0	30.0	26.5	21.5			30.0	22.5	18.5	16.5	42.0	38.0	34.0	32.0	26.5	42.0	38.0	34.0	42.0
THIRD QUARTILE	47.5	34.0	30.0	26.5	21.5			34.0	22.5	20.5	19.5	42.0	40.0	36.0	34.0	26.5	42.0	40.0	34.0	42.0
NO. COMPANIES	6	9	4	9	4			6	4	10	5	7	7	8	8	7	4	4	3	3
NO. EMPLOYEES	8	22	19	28	41			10	5	43	11	18	39	119	93	36	11	17	33	8

ALL OTHER TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.0	26.3	19.2	16.8	14.6	14.4	14.4	18.9	14.8	12.6	11.4	37.1	34.6	29.4	24.0	21.0	35.6	32.3	27.4	37.2
FIRST QUARTILE	30.0	21.5	17.5	14.5	12.5	12.5	11.5	15.5	12.5	11.5	10.5	34.0	30.0	25.5	21.5	18.5	34.0	28.0	24.5	32.0
MEDIAN	34.0	24.5	19.5	16.5	14.5	14.5	13.5	17.5	14.5	12.5	10.5	36.0	32.0	28.0	22.5	20.5	38.0	32.0	26.5	38.0
THIRD QUARTILE	40.0	32.0	21.5	18.5	16.5	14.5	16.5	20.5	16.5	13.5	11.5	40.0	40.0	32.0	26.5	23.5	38.0	36.0	30.0	40.0
NO. COMPANIES	60	38	42	52	52	12	25	41	45	72	49	47	33	57	69	55	25	22	21	18
NO. EMPLOYEES	62	54	80	171	151	51	56	56	82	476	404	89	162	242	347	227	37	61	55	21

A	MANAGER - COMPUTER OPERATIONS
B	SUPERVISOR - COMPUTER OPERATIONS
C	LEAD COMPUTER OPERATOR
D	COMPUTER OPERATOR - LEVEL A
E	COMPUTER OPERATOR - LEVEL B
F	TAPE LIBRARIAN
G	DATA QUALITY CONTROL CLERK
H	SUPERVISOR - DATA ENTRY
I	LEAD DATA ENTRY OPERATOR
J	DATA ENTRY OPERATOR - LEVEL A
K	DATA ENTRY OPERATOR - LEVEL B
L	MANAGER-APPLICATIONS PROGRAMMING
M	PROJECT LEADER (Lead Programmer/Analyst)
N	SYSTEMS ANALYST (Sr. Programmer/Analyst)
O	PROGRAMMER/ANALYST
P	PROGRAMMER
Q	MANAGER - SOFTWARE SYSTEMS PROGRAMMING
R	SENIOR SOFTWARE SYSTEMS PROGRAMMER
S	SOFTWARE SYSTEMS PROGRAMMER
T	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

SOUTHERN U.S. – Salaries by Type of Business

MANUFACTURING/PROCESSING

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	41.0	26.8	19.4	17.5	16.5	15.3	19.7	25.3	18.0	14.8	13.5	43.5	37.1	32.2	27.0	22.6	43.8	39.5	29.6	39.0
FIRST QUARTILE	32.0	22.5	15.5	15.5	12.5	12.5	13.5	20.5	14.5	12.5	11.5	38.0	32.0	30.0	24.5	18.5	38.0	34.0	25.0	34.0
MEDIAN	42.0	25.5	18.5	17.5	14.5	13.5	16.5	21.5	17.5	14.5	13.5	42.0	34.0	32.0	28.0	23.5	44.0	40.0	25.0	40.0
THIRD QUARTILE	47.5	30.0	21.5	19.5	19.5	18.5	17.5	28.0	20.5	16.5	14.5	52.5	40.0	36.0	28.0	26.5	52.5	47.5	34.0	44.0
NO. COMPANIES	56	43	31	55	45	9	19	28	17	51	30	33	31	45	62	40	21	17	22	14
NO. EMPLOYEES	61	60	54	174	106	15	46	28	28	143	79	48	77	133	203	91	26	46	52	14

BANKING/INSURANCE/FINANCIAL

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.4	24.6	19.6	16.4	14.9	15.0	14.6	19.5	15.1	12.3	12.1	42.7	37.2	32.6	27.0	22.2	43.6	37.1	31.4	36.7
FIRST QUARTILE	28.0	20.5	16.5	14.5	12.5	13.5	12.5	16.5	12.5	10.5	10.5	40.0	34.0	30.0	24.5	19.5	40.0	34.0	30.0	32.0
MEDIAN	38.0	24.5	18.5	16.5	14.5	14.5	13.5	19.5	15.5	11.5	11.5	42.0	38.0	32.0	28.0	22.5	44.0	38.0	32.0	38.0
THIRD QUARTILE	44.0	28.0	21.5	17.5	16.5	16.5	16.5	21.5	16.5	13.5	13.5	47.5	40.0	36.0	30.0	24.5	52.5	42.0	36.0	42.0
NO. COMPANIES	56	44	47	54	53	26	34	33	33	40	34	47	35	43	56	46	27	15	31	14
NO. EMPLOYEES	64	57	144	239	232	42	95	61	95	320	228	101	156	374	453	286	28	66	89	28

RETAIL/WHOLESALE SALES AND DISTRIBUTION

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.6	22.5	17.5	16.9	13.3	14.2	13.6	19.3	15.5	13.2	11.7	36.7	35.4	31.8	25.9	19.4	39.6		25.6	32.4
FIRST QUARTILE	30.0	19.5	15.5	13.5	11.5	12.5	12.5	16.5	13.5	11.5	10.5	30.0	30.0	28.0	24.5	18.5	34.0		25.5	30.0
MEDIAN	36.0	20.5	16.5	14.5	13.5	12.5	12.5	19.5	15.5	12.5	11.5	36.0	34.0	34.0	26.5	19.5	38.0		25.5	32.0
THIRD QUARTILE	42.0	24.5	19.5	16.5	14.5	15.5	14.5	21.5	16.5	14.5	12.5	44.0	40.0	34.0	28.0	21.5	47.5		26.5	36.0
NO. COMPANIES	29	16	20	25	23	7	9	12	16	25	16	15	14	22	22	18	5		5	4
NO. EMPLOYEES	29	19	31	54	47	9	12	15	21	85	42	19	34	55	104	49	6		5	5

UTILITIES

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	45.9	34.1	21.4	21.7	19.7	22.6	21.2	29.5	17.7	16.9	15.5	44.2	39.2	35.3	29.7	24.8	48.5	35.1	34.0	37.9
FIRST QUARTILE	42.0	30.0	19.5	20.5	15.5	22.5	17.5	24.5	17.5	15.5	14.5	40.0	34.0	32.0	28.0	21.5	47.5	30.0	32.0	34.0
MEDIAN	47.5	34.0	21.5	22.5	22.5	22.5	18.5	30.0	17.5	15.5	14.5	44.0	38.0	34.0	30.0	24.5	47.5	34.0	34.0	36.0
THIRD QUARTILE	47.5	38.0	22.5	22.5	22.5	22.5	25.5	34.0	17.5	19.5	16.5	47.5	47.5	38.0	32.0	28.0	47.5	40.0	34.0	42.0
NO. COMPANIES	10	13	4	14	7	6	9	11	5	11	7	13	10	15	15	16	5	6	6	7
NO. EMPLOYEES	18	52	7	81	33	23	15	15	51	39	36	16	23	39	57	63	5	7	10	6

ALL OTHER TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.2	27.1	19.3	17.4	15.2	15.8	17.5	21.1	17.8	14.3	12.6	40.8	36.9	32.8	27.6	22.8	43.0	36.3	29.5	35.6
FIRST QUARTILE	34.0	22.5	17.5	15.5	13.5	13.5	13.5	17.5	15.5	12.5	10.5	38.0	34.0	30.0	24.5	20.5	38.0	32.0	26.5	30.0
MEDIAN	36.0	25.5	18.5	16.5	14.5	14.5	16.5	21.5	18.5	14.5	12.5	44.0	38.0	32.0	26.5	22.5	47.5	36.0	28.0	36.0
THIRD QUARTILE	42.0	30.0	21.5	19.5	16.5	17.5	20.5	24.5	19.5	15.5	13.5	47.5	40.0	36.0	30.0	24.5	47.5	40.0	32.0	38.0
NO. COMPANIES	77	57	48	60	61	25	30	43	33	69	54	45	44	52	65	57	28	25	21	25
NO. EMPLOYEES	108	102	117	216	234	36	112	62	69	388	302	103	201	311	457	441	32	111	60	31

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

WESTERN U.S. – Salaries by Type of Business

MANUFACTURING/PROCESSING — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	43.0	33.5	25.2	17.8	15.5	17.9	18.3	25.0	20.7	17.4	13.7	43.3	39.6	36.7	32.3	26.3	51.1	39.3	32.1	38.9
FIRST QUARTILE	40.0	28.0	23.5	15.5	12.5	17.5	16.5	20.5	14.5	16.5	11.5	34.0	36.0	30.0	30.0	21.5	52.5	36.0	28.0	34.0
MEDIAN	46.0	32.0	26.5	17.5	14.5	18.5	18.5	23.5	23.5	18.5	13.5	44.0	40.0	38.0	34.0	30.0	52.5	38.0	32.0	38.0
THIRD QUARTILE	47.5	34.0	26.5	19.5	17.5	19.5	19.5	30.0	25.5	18.5	15.5	52.5	44.0	44.0	36.0	30.0	52.5	42.0	36.0	38.0
NO. COMPANIES	21	12	9	15	12	5	6	6	5	18	20	9	10	16	19	11	4	4	4	5
NO. EMPLOYEES	21	14	16	26	25	5	8	7	7	54	38	12	19	38	76	36	6	18	5	5

BANKING/INSURANCE/FINANCIAL — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.8	26.9	22.3	18.0	17.4	17.4	15.6	21.3	17.2	14.7	12.3	42.8	39.9	34.3	27.7	20.1	40.7	37.6	30.9	32.4
FIRST QUARTILE	30.0	22.5	20.5	15.5	15.5	13.5	13.5	19.5	16.5	12.5	11.5	36.0	38.0	32.0	25.5	17.5	32.0	34.0	26.5	19.5
MEDIAN	38.0	26.5	22.5	18.5	17.5	15.5	14.5	20.5	16.5	14.5	12.5	42.0	40.0	34.0	28.0	19.5	38.0	38.0	32.0	26.5
THIRD QUARTILE	44.0	32.0	23.5	19.5	18.5	16.5	16.5	22.5	18.5	15.5	12.5	52.5	42.0	36.0	30.0	22.5	47.5	40.0	34.0	47.5
NO. COMPANIES	15	16	11	18	13	11	11	12	12	15	9	14	9	13	18	12	8	8	8	5
NO. EMPLOYEES	15	30	32	56	43	21	20	15	18	72	48	26	98	108	130	60	8	44	17	6

RETAIL/WHOLESALE SALES AND DISTRIBUTION — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	41.1	28.0	21.2	19.2	16.5	19.2	16.2	20.6	17.3	15.3	13.4	38.0	37.8	33.7	29.6	20.8	44.5	38.6		35.1
FIRST QUARTILE	34.0	24.5	19.5	16.5	13.5	16.5	14.5	19.5	16.5	13.5	12.5	34.0	32.0	30.0	26.5	20.5	42.0	36.0		24.5
MEDIAN	38.0	25.5	20.5	19.5	15.5	19.5	15.5	20.5	17.5	15.5	13.5	38.0	38.0	32.0	30.0	21.5	44.0	38.0		30.0
THIRD QUARTILE	52.5	30.0	24.5	21.5	17.5	21.5	19.0	22.5	18.5	16.5	13.5	44.0	42.0	38.0	32.0	22.5	47.5	42.0		42.0
NO. COMPANIES	13	11	7	11	8	3	6	6	7	18	10	8	7	10	9	7	3	6		4
NO. EMPLOYEES	13	12	11	22	20	3	15	7	8	59	28	10	14	27	45	23	3	7		4

UTILITIES — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	44.4	35.1	27.9	26.7	23.6	20.8	25.1	29.3	21.5	18.8	19.1	47.2	42.4	37.3	31.1	27.3		40.0	33.5	
FIRST QUARTILE	40.0	32.0	28.0	25.5	22.5	17.5	24.5	28.0	19.5	17.5	18.5	47.5	40.0	34.0	30.0	24.5		38.0	32.0	
MEDIAN	44.0	34.0	30.0	26.5	23.5	18.5	24.5	30.0	22.5	18.5	19.5	47.5	42.0	36.0	32.0	26.5		42.0	36.0	
THIRD QUARTILE	52.5	40.0	30.0	28.0	23.5	26.5	24.5	30.0	22.5	20.5	21.5	47.5	44.0	38.0	32.0	30.0		42.0	36.0	
NO. COMPANIES	6	6	3	5	4	2	2	3	2	4	4	3	3	5	6	5		2	2	
NO. EMPLOYEES	6	10	5	15	11	3	8	3	3	23	18	9	26	44	45	31		9	10	

ALL OTHER TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.2	28.5	24.2	20.4	17.4	19.0	20.2	20.9	17.2	14.3	14.3	43.1	39.1	36.4	29.2	24.0	45.3	36.4	37.3	44.8
FIRST QUARTILE	30.0	25.5	20.5	17.5	14.5	16.5	17.5	17.5	14.5	12.5	11.5	40.0	36.0	34.0	26.5	20.5	40.0	34.0	30.0	34.0
MEDIAN	38.0	26.5	24.5	20.5	17.5	20.5	21.5	20.5	16.5	13.5	13.5	42.0	40.0	36.0	30.0	22.5	47.5	36.0	36.0	47.5
THIRD QUARTILE	47.5	30.0	28.0	22.5	20.5	20.5	23.5	22.5	18.5	15.5	15.5	47.5	42.0	38.0	32.0	25.5	47.5	40.0	42.0	52.5
NO. COMPANIES	33	23	14	29	24	7	13	21	18	29	26	22	17	23	31	23	12	14	12	6
NO. EMPLOYEES	45	63	48	132	141	13	47	41	53	405	126	63	113	205	287	227	26	76	70	8

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

EASTERN UNITED STATES

ALBANY, NY

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.4	24.3	16.8	15.5	13.6	12.8	13.7	19.9	16.5	12.9	12.2	39.5	33.6	28.5	24.8	20.7	42.3	30.8	26.6	28.8
FIRST QUARTILE	30.0	20.5	14.5	13.5	11.5	11.5	12.5	16.5	16.5	11.5	10.5	36.0	30.0	25.5	22.5	19.5	38.0	28.0	21.5	22.5
MEDIAN	38.0	22.5	15.5	15.5	12.5	12.5	13.5	18.5	16.5	12.5	12.5	40.0	32.0	28.0	24.5	20.5	40.0	30.0	26.5	24.5
THIRD QUARTILE	40.0	28.0	18.5	17.5	16.5	14.5	14.5	22.5	17.5	14.5	13.5	40.0	38.0	30.0	26.5	21.5	47.5	36.0	30.0	32.0
NO. COMPANIES	15	11	9	12	7	5	5	9	11	14	10	8	10	14	13	12	6	5	4	6
NO. EMPLOYEES	18	12	15	39	15	7	10	11	21	63	31	12	42	52	63	32	7	6	8	21

ATLANTIC CITY, NJ

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.4	25.7	20.0	21.4	15.4			20.9	16.7	14.3	16.3	49.1	35.5	31.5	25.9	23.0			25.4	34.7
FIRST QUARTILE	30.0	22.5	17.5	17.5	12.5			19.5	16.5	13.5	12.5	44.0	36.0	28.0	23.5	19.5			22.5	28.0
MEDIAN	32.0	25.5	18.5	19.5	15.5			20.5	16.5	14.5	13.5	52.5	38.0	30.0	24.5	22.5			22.5	36.0
THIRD QUARTILE	44.0	26.5	22.5	22.5	16.5			21.5	17.5	14.5	19.5	52.5	42.0	34.0	30.0	23.5			25.5	40.0
NO. COMPANIES	8	7	4	6	7			3	3	6	3	2	3	1	4	3			2	2
NO. EMPLOYEES	10	9	6	12	15			14	13	72	8	5	5	11	26	13			6	3

BALTIMORE, MD

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	43.7	26.6		19.5	17.1				17.5	15.6	16.6	35.6	38.0	35.4	31.3	26.5		38.7		
FIRST QUARTILE	42.0	23.5		17.5	16.5				13.5	13.5	16.5	11.5	36.0	34.0	30.0	25.5		38.0		
MEDIAN	42.0	24.5		19.5	16.5				17.5	15.5	16.5	38.0	36.0	34.0	32.0	26.5		38.0		
THIRD QUARTILE	44.0	26.5		19.5	17.5				19.5	16.5	17.5	52.5	38.0	38.0	34.0	28.0		40.0		
NO. COMPANIES	5	2		2	3				4	5	2	3	3	3	3	3		2		
NO. EMPLOYEES	5	4		4	10				4	9	10	6	10	7	34	34		6		

BOSTON, MA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.7	31.5	21.6	18.9	15.7	17.6	15.4	23.2	17.8	14.4	13.5	47.4	36.5	34.1	30.1	24.2	43.4	34.6	32.2	30.7
FIRST QUARTILE	32.0	26.5	19.5	17.5	14.5	15.5	13.5	19.5	15.5	13.5	11.5	44.0	34.0	32.0	24.0	22.5	47.5	36.0	30.0	22.5
MEDIAN	40.0	30.0	21.5	18.5	15.5	17.5	14.5	21.5	18.5	14.5	13.5	47.5	36.0	34.0	30.0	23.5	47.5	38.0	32.0	24.5
THIRD QUARTILE	47.5	32.0	23.5	21.5	17.5	19.5	17.5	28.0	19.5	15.5	14.5	52.5	38.0	36.0	32.0	26.5	52.5	42.0	34.0	36.0
NO. COMPANIES	13	11	13	13	12	8	9	12	12	14	9	11	9	11	13	9	8	8	5	7
NO. EMPLOYEES	15	20	35	88	81	24	52	15	15	53	43	41	121	89	230	265	17	45	17	15

BRIDGEPORT (GREATER), CT

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.0	33.1	24.2	20.2	16.2	14.5	16.3	22.4	19.9	15.3	15.3	39.0	40.4	32.7	26.9	24.2	44.3	41.0	30.2	38.5
FIRST QUARTILE	28.0	30.0	22.5	18.5	15.5	14.5	13.5	17.5	17.5	12.5	12.5	34.0	34.0	28.0	22.5	18.5	40.0	34.0	25.5	36.0
MEDIAN	36.0	34.0	23.5	19.5	16.5	14.5	15.5	18.5	20.5	14.5	16.5	40.0	42.0	34.0	26.5	26.5	42.0	40.0	30.0	38.0
THIRD QUARTILE	44.0	36.0	25.5	21.5	17.5	14.5	16.5	19.5	22.5	17.5	17.5	42.0	47.5	36.0	30.0	28.0	47.5	47.5	34.0	38.0
NO. COMPANIES	11	3	8	9	7	2	3	4	5	12	6	8	6	9	10	8	5	5	4	4
NO. EMPLOYEES	11	7	12	32	38	3	4	4	7	25	33	11	28	66	50	21	6	15	6	4

BUFFALO, NY

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.4	25.6	18.8	18.1	15.7	14.5	16.4	20.6	16.4	15.3	11.8	38.3	28.5	30.0	24.9	21.3	41.0	31.8	27.4	44.8
FIRST QUARTILE	30.0	20.5	16.5	14.5	12.5	12.5	13.5	18.5	12.5	12.5	10.5	34.0	25.5	28.0	22.5	19.5	38.0	28.0	25.5	42.0
MEDIAN	38.0	24.5	18.5	16.5	14.5	12.5	15.5	19.5	14.5	13.5	10.5	38.0	28.0	30.0	24.5	21.5	42.0	32.0	28.0	47.5
THIRD QUARTILE	42.0	28.0	20.5	18.5	16.5	13.5	16.5	20.5	16.5	15.5	12.5	44.0	30.0	32.0	26.5	23.5	47.5	34.0	28.0	47.5
NO. COMPANIES	19	15	10	17	19	3	5	6	9	10	13	13	6	13	18	14	4	5	4	7
NO. EMPLOYEES	19	19	15	29	32	8	12	6	17	51	69	15	6	69	123	81	5	25	19	24

CONCORD, NH

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	42.0	29.2	21.2	21.3	16.9				18.2	15.7	11.9	41.2	30.0	34.0	27.8	22.2				
FIRST QUARTILE	38.0	23.5	17.5	16.5	12.5				16.5	13.5	10.5	32.0	23.5	32.0	25.5	21.5				
MEDIAN	44.0	32.0	20.3	24.5	18.5				16.5	15.5	10.5	44.0	24.5	34.0	28.0	22.5				
THIRD QUARTILE	44.0	32.0	25.5	24.5	18.5				21.5	17.5	11.5	47.5	32.0	36.0	30.0	22.5				
NO. COMPANIES	3	3	3	3	3				3	4	5	3	4	2	4	2				
NO. EMPLOYEES	3	3	5	6	5				3	19	17	3	4	14	29	3				

DELAWARE, DE

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.6	28.1	24.9	17.3	19.3	17.0	18.8	24.2	15.5	14.1	17.5	40.5	35.8	30.7	25.1	20.6	44.1	34.8	28.5	31.3
FIRST QUARTILE	25.5	24.5	17.5	13.5	14.5	13.5	15.5	16.5	14.5	11.5	18.5	36.0	34.0	28.0	21.5	18.5	38.0	30.0	22.5	18.5
MEDIAN	38.0	24.5	18.5	15.5	19.5	15.5	16.5	23.5	14.5	14.5	18.5	42.0	36.0	30.0	25.5	18.5	42.0	34.0	28.0	34.0
THIRD QUARTILE	47.5	28.0	19.5	19.5	22.5	19.5	16.5	32.0	17.5	15.5	18.5	44.0	40.0	34.0	28.0	22.5	44.0	38.0	32.0	44.0
NO. COMPANIES	8	5	4	7	7	3	3	5	3	7	5	6	7	8	7	8	4	6	3	6
NO. EMPLOYEES	8	6	4	32	24	4	5	6	3	26	47	13	38	46	60	40	4	12	11	6

DOVER (SOUTHERN), DE

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	31.3	25.0	17.9	13.5	13.5					13.6	11.6			31.5	24.3					
FIRST QUARTILE	26.5	21.5	17.5	12.5	10.5					11.5	10.5			28.0	23.5					
MEDIAN	26.5	25.5	17.5	13.5	12.5					11.5	11.5			30.0	26.5					
THIRD QUARTILE	34.0	28.0	19.5	14.5	16.5					15.5	12.5			34.0	26.5					
NO. COMPANIES	4	2	2	3	3					5	3			2	4					
NO. EMPLOYEES	4	3	5	5	8					7	14			4	13					

HARRISBURG AREA, PA

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.3	25.5	19.1	19.1	14.9	13.6	14.7	18.6	16.9	15.0	13.9	34.9	37.1	30.1	26.7	22.8	36.0	31.2	30.9	42.5
FIRST QUARTILE	32.9	23.5	17.5	17.5	12.5	11.5	13.5	16.5	14.5	13.5	12.5	34.0	34.0	28.0	23.5	20.5	34.0	26.5	28.0	42.0
MEDIAN	34.0	26.5	18.5	19.3	14.5	13.5	15.5	18.5	17.5	15.5	14.5	34.0	38.0	30.0	26.5	22.5	34.0	30.0	32.0	42.0
THIRD QUARTILE	38.0	26.5	20.5	21.5	16.5	15.5	15.5	19.5	17.5	16.5	15.5	34.0	42.0	32.0	30.0	25.5	36.0	36.0	36.0	47.5
NO. COMPANIES	20	18	13	20	15	4	11	11	13	12	19	12	10	16	17	18	7	11	8	6
NO. EMPLOYEES	25	81	32	192	47	15	102	20	38	68	618	127	45	233	230	262	21	49	34	6

LANCASTER, PA

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.7	29.7	18.5	16.1	15.2		13.3	20.2	16.4	13.8	12.8	36.6	30.0	26.0	25.2	18.8	36.0	36.7	25.7	30.8
FIRST QUARTILE	25.5	25.5	14.5	13.5	13.5		12.5	16.5	13.5	10.5	10.5	36.0	28.0	24.5	21.5	16.5	34.0	34.0	24.5	26.5
MEDIAN	32.0	28.0	17.5	16.5	14.5		12.5	21.5	14.5	12.5	12.5	38.0	28.0	25.5	24.5	17.5	36.0	34.0	24.5	28.0
THIRD QUARTILE	38.0	34.0	21.5	17.5	17.5		13.5	22.5	18.5	16.5	14.5	40.0	34.0	26.5	28.0	19.5	38.0	42.0	28.0	38.0
NO. COMPANIES	11	7	7	8	9		4	3	6	11	8	6	6	5	9	12	3	3	2	3
NO. EMPLOYEES	11	8	7	17	15		4	3	8	21	15	6	11	8	29	20	3	3	3	3

LEHIGH VALLEY, PA

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	26.0	29.1	25.3	19.2	15.5	14.8	20.3	21.6	16.4	13.0	12.2	41.2	35.9	30.9	26.6	22.7	42.0	36.4	25.9	39.2
FIRST QUARTILE	15.5	24.5	21.5	16.5	14.5	13.5	15.5	19.5	14.5	11.5	10.5	34.0	32.0	25.5	24.5	19.5	38.0	30.0	22.5	38.0
MEDIAN	18.5	30.0	25.5	18.5	14.5	15.5	21.5	20.5	15.5	12.5	10.5	42.0	36.0	32.0	26.5	22.5	40.0	38.0	24.5	40.0
THIRD QUARTILE	36.0	34.0	30.0	21.5	16.5	16.5	22.5	23.5	17.5	13.5	13.5	47.5	38.0	34.0	30.0	26.5	47.5	42.0	30.0	44.0
NO. COMPANIES	13	17	9	15	16	6	5	8	12	14	12	8	9	15	15	15	7	8	7	6
NO. EMPLOYEES	24	25	46	44	32	7	12	13	23	46	40	20	19	56	65	89	7	15	14	6

NEWARK (METRO NJ)

TOTAL ALL TYPES OF BUSINESS

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	44.5	28.6	22.6	20.2	17.1	16.3	17.5	22.9	18.4	15.4	13.1	47.5	40.3	34.4	30.2	24.9	50.3	42.4	33.0	43.6
FIRST QUARTILE	36.0	26.5	20.5	18.5	15.5	14.5	15.5	18.5	17.5	13.5	11.5	47.5	36.0	32.0	28.0	20.5	52.5	40.0	30.0	38.0
MEDIAN	44.0	28.0	22.5	20.5	16.5	16.5	17.5	20.5	18.5	15.5	13.5	47.5	40.0	34.0	30.0	23.5	52.5	42.0	34.0	47.5
THIRD QUARTILE	52.5	32.0	25.5	21.5	18.5	18.5	19.5	24.5	19.5	16.5	13.5	52.5	42.0	36.0	32.0	28.0	52.5	44.0	36.0	52.5
NO. COMPANIES	12	11	13	13	8	9	7	12	6	11	8	11	11	13	11	9	8	10	7	6
NO. EMPLOYEES	12	23	31	43	33	17	26	16	8	45	28	53	76	122	66	69	9	27	25	6

A	MANAGER - COMPUTER OPERATIONS
B	SUPERVISOR - COMPUTER OPERATIONS
C	LEAD COMPUTER OPERATOR
D	COMPUTER OPERATOR - LEVEL A
E	COMPUTER OPERATOR - LEVEL B
F	TAPE LIBRARIAN
G	DATA QUALITY CONTROL CLERK
H	SUPERVISOR - DATA ENTRY
I	LEAD DATA ENTRY OPERATOR
J	DATA ENTRY OPERATOR - LEVEL A
K	DATA ENTRY OPERATOR - LEVEL B
L	MANAGER-APPLICATIONS PROGRAMMING
M	PROJECT LEADER (Lead Programmer/Analyst)
N	SYSTEMS ANALYST (Sr. Programmer/Analyst)
O	PROGRAMMER/ANALYST
P	PROGRAMMER
Q	MANAGER - SOFTWARE SYSTEMS PROGRAMMING
R	SENIOR SOFTWARE SYSTEMS PROGRAMMER
S	SOFTWARE SYSTEMS PROGRAMMER
T	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

NEW YORK, NY

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	41.9	27.5	20.2	18.0	16.3		14.2	21.0	16.5	15.3	15.3	46.5	40.4	38.2	28.4	26.3				
FIRST QUARTILE	36.0	23.5	18.5	16.5	15.5		11.5	17.5	14.5	13.5	13.5	42.0	38.0	32.0	23.5	24.5				
MEDIAN	42.0	28.0	20.5	17.5	15.5		13.5	19.5	16.5	15.5	14.5	44.0	40.0	38.0	30.0	25.5				
THIRD QUARTILE	44.0	32.0	21.5	20.5	17.5		17.5	21.5	18.5	16.5	17.5	47.5	42.0	44.0	34.0	30.0				
NO. COMPANIES	8	6	7	9	10		3	4	2	7	5	4	3	8	7	9				
NO. EMPLOYEES	8	7	7	10	14		3	4	3	13	11	4	5	13	19	15				

PHILADELPHIA, PA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.0	27.6	19.8	20.7	15.2	15.5	14.5	21.6	19.1	14.8	13.6	37.9	40.7	34.8	29.5	21.9			30.8	
FIRST QUARTILE	28.0	20.5	11.5	16.5	14.5	10.5	13.5	15.5	16.5	13.5	10.5	32.0	40.0	32.0	26.5	19.5			24.5	
MEDIAN	40.0	26.5	18.5	18.5	15.5	15.5	13.5	16.5	17.5	14.5	13.5	34.0	40.0	36.0	30.0	21.5			34.0	
THIRD QUARTILE	44.0	34.0	24.5	26.5	15.5	20.5	16.5	26.5	20.5	15.5	15.5	38.0	42.0	38.0	32.0	24.5			34.0	
NO. COMPANIES	14	5	4	10	6	2	3	4	5	9	8	4	4	9	7	9			2	
NO. EMPLOYEES	14	6	4	28	13	3	3	4	5	15	23	4	11	27	19	17			3	

PITTSBURGH, PA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	42.1	31.0	23.6	18.1	20.7	19.7	17.4	24.9	20.6	14.4	15.9	44.0	37.8	32.9	28.4	24.3	45.6	36.0	27.7	34.7
FIRST QUARTILE	36.0	26.5	17.5	13.5	16.5	17.5	14.5	18.5	15.5	12.5	11.5	38.0	36.0	30.0	26.5	20.5	42.0	34.0	24.5	30.0
MEDIAN	40.0	32.0	22.5	17.5	21.5	22.5	15.5	21.5	18.5	14.5	15.5	42.0	38.0	34.0	30.0	25.5	47.5	36.0	28.0	32.0
THIRD QUARTILE	52.5	34.0	28.0	23.5	25.5	22.5	25.5	30.0	21.5	15.5	20.5	52.5	40.0	36.0	32.0	28.0	52.5	40.0	32.0	38.0
NO. COMPANIES	28	23	18	20	21	7	10	14	6	18	18	19	14	23	23	19	12	11	13	8
NO. EMPLOYEES	30	46	38	55	120	54	23	18	8	74	84	40	149	186	218	96	31	54	62	22

PORTLAND, ME

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.3	26.8	23.4	19.1	17.7	13.2	15.3	21.3	15.3	12.3	11.2	39.3	32.3	30.3	27.3	22.2	43.1	38.5	29.5	38.0
FIRST QUARTILE	23.5	22.5	21.5	17.5	14.5	10.5	14.5	15.5	11.5	10.5	10.5	38.0	30.0	28.0	26.5	21.5	25.5	36.0	30.0	32.0
MEDIAN	30.0	26.5	24.5	19.5	18.5	12.5	15.5	16.5	15.5	11.5	10.5	40.0	34.0	32.0	28.0	23.5	42.0	42.0	32.0	40.0
THIRD QUARTILE	42.0	30.0	28.0	20.5	20.5	14.5	16.5	28.0	17.5	13.5	11.5	42.0	36.0	34.0	28.0	23.5	52.5	44.0	34.0	42.0
NO. COMPANIES	8	4	3	3	4	4	4	5	4	6	8	4	4	4	2	6	4	3	4	3
NO. EMPLOYEES	8	8	9	17	11	6	17	6	5	71	57	19	30	48	74	75	4	7	22	3

PROVIDENCE, RI

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE									15.2	12.8	13.0	37.7		31.3	26.9					
FIRST QUARTILE									14.5	11.5	10.5	21.5		28.0	24.5					
MEDIAN									14.5	11.5	12.5	44.0		32.0	30.0					
THIRD QUARTILE									16.5	12.5	14.5	47.5		34.0	30.0					
NO. COMPANIES									2	3	4	2		2	3					
NO. EMPLOYEES									3	8	8	3		6	7					

READING, PA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.4	26.7	21.5	17.4	14.2	17.2	12.5	23.8	15.8	17.3	12.8	42.2	35.7	30.8	28.2	22.4	44.9	38.5	27.8	
FIRST QUARTILE	34.0	21.5	19.5	14.5	12.5	13.5	10.5	18.5	13.5	13.5	11.5	40.0	34.0	28.0	25.5	20.5	32.0	38.0	24.5	
MEDIAN	38.0	23.5	20.5	16.5	13.5	16.5	10.5	24.5	14.5	17.5	12.5	42.0	36.0	30.0	28.0	23.5	47.5	38.0	28.0	
THIRD QUARTILE	47.5	34.0	23.5	19.5	15.5	21.5	11.5	28.0	15.5	20.5	14.5	47.5	38.0	32.0	32.0	24.5	47.5	42.0	32.0	
NO. COMPANIES	16	14	8	14	16	3	5	9	7	13	8	11	10	11	14	15	4	5	5	
NO. EMPLOYEES	16	17	14	26	23	3	8	9	16	43	40	22	42	29	47	45	4	13	7	

ROCHESTER, NY

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.6	25.2	18.4	16.3	15.9		14.9	22.4	15.2	12.3	11.6	41.9	34.3	28.8	25.8	19.6	44.3	39.6	31.9	50.8
FIRST QUARTILE	26.0	24.5	15.5	13.5	13.5		14.5	16.5	13.5	11.5	11.5	36.0	30.0	24.5	22.5	17.5	40.0	38.0	28.0	47.5
MEDIAN	30.0	26.5	17.5	16.5	15.5		15.5	19.5	14.5	12.5	11.5	42.0	34.0	30.0	26.5	19.5	44.0	40.0	32.0	52.5
THIRD QUARTILE	42.0	28.0	21.5	19.5	17.5		15.5	23.5	17.5	12.5	12.5	42.0	36.0	32.0	28.0	21.5	47.5	42.0	34.0	52.5
NO. COMPANIES	9	6	9	9	8		4	4	3	6	8	4	4	5	7	6	4	3	3	3
NO. EMPLOYEES	9	7	12	11	17		5	4	3	45	18	4	7	15	26	19	12	15	70	3

SPRINGFIELD (WESTERN MA)

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.8	26.7	18.9	17.3	15.4	15.3	14.5	21.9	16.4	15.0	13.3	40.7	35.2	29.3	25.2	21.0	43.7	32.5	30.1	31.2
FIRST QUARTILE	30.0	21.5	16.5	15.5	13.5	11.5	11.5	17.5	14.5	13.5	11.5	34.0	32.0	25.5	21.5	19.5	40.0	30.0	25.5	23.5
MEDIAN	36.0	26.0	17.5	15.5	14.5	14.5	15.5	19.5	16.5	13.5	13.5	44.0	34.0	28.0	24.5	20.5	44.0	32.0	30.0	28.0
THIRD QUARTILE	40.0	30.0	21.5	18.5	17.5	16.5	15.5	25.5	17.5	16.5	14.5	44.0	36.0	34.0	28.0	22.5	47.5	36.0	32.0	42.0
NO. COMPANIES	25	20	15	22	14	8	5	14	16	29	24	8	10	20	18	13	6	8	4	3
NO. EMPLOYEES	25	21	22	51	30	8	11	15	22	68	53	13	33	74	66	64	6	14	8	3

STAMFORD (SOUTHERN CT)

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	42.5	32.3	21.5	20.7	15.9	23.2	15.8		24.0	13.8	12.3	47.4	46.7	35.5	30.4	21.4	48.4	37.3		
FIRST QUARTILE	38.0	28.0	19.5	17.5	14.5	17.5	10.5		15.5	12.5	11.5	40.0	40.0	30.0	25.5	19.5	52.5	32.0		
MEDIAN	38.0	32.0	21.5	21.5	15.5	25.5	11.5		20.5	13.5	12.5	52.5	52.5	32.0	30.0	20.5	52.5	38.0		
THIRD QUARTILE	52.5	36.0	23.5	23.5	16.5	26.5	19.5		36.0	15.5	12.5	52.5	52.5	44.0	36.0	22.5	52.5	42.0		
NO. COMPANIES	6	5	4	7	6	3	2		3	5	5	4	5	5	7	6	2	2		
NO. EMPLOYEES	6	6	6	17	18	3	6		3	16	21	7	20	22	18	9	5	3		

SYRACUSE, NY

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.2	27.8	20.4	16.6	14.9			19.3	15.8	13.6	12.4	39.9	33.3	34.0	27.4	18.8		29.9	25.2	
FIRST QUARTILE	34.0	21.5	18.5	14.5	14.5			17.5	13.5	11.5	10.5	36.0	25.5	32.0	23.5	15.5		28.0	23.5	
MEDIAN	40.0	23.5	20.5	16.5	14.5			17.5	13.5	14.5	11.5	38.0	25.5	34.0	25.5	20.5		30.0	25.5	
THIRD QUARTILE	47.5	32.0	21.5	17.5	14.5			21.5	17.5	14.5	13.5	44.0	44.0	36.0	30.0	20.5		30.0	26.5	
NO. COMPANIES	5	6	3	5	5			3	5	5	6	5	2	5	5	2		3	3	
NO. EMPLOYEES	5	6	8	8	10			5	10	30	35	8	9	17	11	3		6	9	

WASHINGTON, DC

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	41.0	28.9	23.1	19.0	16.1	16.8	18.1	25.3	18.7	17.0	14.2	44.6	40.4	36.6	29.2	26.8	43.7	38.1	31.6	36.6
FIRST QUARTILE	36.0	22.5	20.5	17.5	14.5	13.5	15.5	20.5	16.5	14.5	12.5	40.0	36.0	32.0	25.5	23.5	40.0	36.0	26.5	25.5
MEDIAN	40.0	28.0	22.5	18.5	15.5	15.5	17.5	25.5	18.5	16.5	13.5	44.0	38.0	36.0	28.0	25.5	42.0	38.0	32.0	36.0
THIRD QUARTILE	47.5	34.0	25.5	20.5	17.5	18.5	19.5	30.0	19.5	17.5	15.5	47.5	44.0	40.0	32.0	28.0	47.5	42.0	36.0	47.5
NO. COMPANIES	22	17	18	15	18	9	9	11	11	21	17	21	18	24	24	24	11	11	10	9
NO. EMPLOYEES	27	34	36	43	71	16	25	11	15	76	58	50	78	118	154	149	15	33	29	9

WESTCHESTER, NY

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.8	26.1	20.3	17.8	17.5	12.1	16.4	22.7	16.1	14.1	12.8	44.4	38.3	31.6	27.7	23.4	42.3	31.3		
FIRST QUARTILE	28.0	20.5	17.5	14.5	16.5	10.5	15.5	18.5	14.5	12.5	11.5	38.0	34.0	28.0	24.5	20.5	34.0	30.0		
MEDIAN	42.0	25.5	19.5	17.5	18.5	12.5	15.5	22.5	16.5	13.5	12.5	42.0	40.0	32.0	28.0	22.5	38.0	32.0		
THIRD QUARTILE	47.5	28.0	22.5	20.5	19.5	13.5	17.5	26.5	16.5	15.5	13.5	47.5	40.0	34.0	30.0	28.0	47.5	32.0		
NO. COMPANIES	19	17	14	12	13	3	5	9	11	18	12	14	11	12	18	19	8	2		
NO. EMPLOYEES	19	20	21	24	29	7	9	10	11	84	31	18	17	36	43	45	8	3		

WORCESTER, MA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.9	24.8	19.4	18.4	15.8	13.2	18.2	21.4	16.7	14.7	13.2	42.0	36.2	30.3	26.8	19.6	43.2	32.2	28.5	38.0
FIRST QUARTILE	30.0	18.5	16.5	13.5	13.5	10.5	15.5	15.5	15.5	12.5	11.5	38.0	34.0	26.5	22.5	17.5	42.0	25.5	25.5	36.0
MEDIAN	36.0	22.5	18.5	17.5	15.5	13.5	17.5	21.5	16.5	14.5	12.5	42.0	36.0	28.0	26.5	18.5	47.5	32.0	28.0	36.0
THIRD QUARTILE	44.0	30.0	22.5	22.5	16.5	15.5	21.5	24.5	17.5	15.5	13.5	47.5	40.0	36.0	30.0	19.5	47.5	36.0	32.0	42.0
NO. COMPANIES	37	26	17	21	22	3	5	11	12	29	23	13	13	17	22	23	7	7	8	5
NO. EMPLOYEES	38	34	24	56	40	3	11	12	39	97	52	19	46	119	81	121	9	19	13	6

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

YORK, PA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	30.1		14.2	15.9	14.8		13.5			12.7	11.0			29.2	24.2	20.7				
FIRST QUARTILE	25.5		12.5	11.5	13.5		11.5			11.5	10.5			28.0	22.5	19.5				
MEDIAN	30.0		12.5	15.5	13.5		12.5			12.5	10.5			30.0	23.5	20.5				
THIRD QUARTILE	34.0		17.5	20.5	14.5		16.5			14.5	11.5			30.0	26.0	24.5				
NO. COMPANIES	7		3	5	3		3			4	2			3	4	4				
NO. EMPLOYEES	7		3	7	4		3			9	4			9	7	9				

EAST CENTRAL UNITED STATES

AKRON-CANTON, OH

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	41.0	32.2	26.3	21.7	18.5	21.5	21.9	25.5	21.6	20.1	13.5	42.7	36.2	32.5	28.3	24.3	43.7	36.8	29.7	45.9
FIRST QUARTILE	36.0	30.0	24.5	18.5	16.5	16.5	18.5	17.5	18.5	15.5	10.5	40.0	34.0	30.0	26.5	22.5	44.0	32.0	28.0	36.0
MEDIAN	42.0	32.0	28.0	24.5	18.5	22.5	23.5	26.5	22.5	21.5	12.5	42.0	36.0	32.0	28.0	24.5	44.0	36.0	28.0	47.5
THIRD QUARTILE	47.5	34.0	28.0	24.5	20.5	25.5	24.5	32.0	24.5	24.5	16.5	47.5	38.0	34.0	30.0	28.0	47.5	38.0	32.0	47.5
NO. COMPANIES	15	11	9	16	12	3	6	12	8	16	9	10	8	12	11	13	6	5	6	4
NO. EMPLOYEES	15	22	25	43	58	3	17	15	13	125	30	15	65	82	82	107	9	24	21	4

BATTLE CREEK-KALAMAZOO, MI

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.5	29.3	19.7	20.6	16.0		20.9	27.1	18.8	15.2	13.6	42.6	38.6	33.1	28.4	22.9	37.3	31.8	30.2	33.2
FIRST QUARTILE	34.0	24.5	17.5	20.5	15.5		20.5	16.5	15.5	14.5	11.5	40.0	36.0	30.0	26.5	22.5	36.0	28.0	28.0	30.0
MEDIAN	38.0	28.0	18.5	20.5	16.5		20.5	28.0	18.5	14.5	12.5	44.0	36.0	36.0	30.0	24.5	36.0	30.0	30.0	30.0
THIRD QUARTILE	47.5	34.0	22.5	20.5	18.5		20.5	30.0	23.5	14.5	17.5	47.5	44.0	36.0	30.0	24.5	40.0	36.0	30.0	32.0
NO. COMPANIES	15	13	11	8	7		3	4	5	8	4	8	9	11	11	9	3	3	3	3
NO. EMPLOYEES	15	19	18	32	13		20	4	7	66	7	13	38	42	101	43	3	8	8	5

CHICAGO, IL

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	42.6	29.8	22.7	18.8	14.5	16.6	15.6	22.7	17.1	16.6	14.1	45.1	39.5	34.1	28.3	23.8	44.1	36.6	29.7	42.7
FIRST QUARTILE	36.0	24.5	18.5	16.5	12.5	14.5	12.5	18.5	15.5	15.5	12.5	40.0	36.0	30.0	28.0	22.5	36.0	34.0	25.5	38.0
MEDIAN	42.0	26.5	23.5	18.5	15.5	15.5	15.5	20.5	17.5	16.5	13.5	47.5	38.0	34.0	28.0	22.5	47.5	36.0	30.0	42.0
THIRD QUARTILE	52.5	32.0	25.5	21.5	16.5	19.5	17.5	24.5	18.5	18.5	15.5	52.5	44.0	38.0	30.0	24.5	52.5	40.0	32.0	47.5
NO. COMPANIES	26	20	15	25	18	8	12	11	13	21	13	16	15	22	23	21	11	7	5	6
NO. EMPLOYEES	33	36	47	105	62	30	31	15	17	83	52	82	136	275	262	202	35	51	16	9

CHICAGO (NORTH/WEST), IL

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	41.1	26.2	22.3	18.9	15.4	16.8	18.3	23.9	19.0	13.4	12.0	44.5	39.4	33.1	30.6	24.2	45.4	36.5	32.5	40.0
FIRST QUARTILE	36.0	23.5	19.5	16.5	13.5	13.5	15.5	19.5	16.5	11.5	10.5	42.0	36.0	32.0	28.0	21.5	42.0	34.0	28.0	38.0
MEDIAN	42.0	25.5	22.5	18.5	15.5	17.5	18.5	21.5	18.5	12.5	11.5	47.5	38.0	32.0	30.0	23.5	47.5	38.0	32.0	40.0
THIRD QUARTILE	47.5	28.0	24.5	20.5	16.5	19.5	21.5	24.5	20.5	14.5	12.5	47.5	42.0	36.0	34.0	26.5	47.5	40.0	36.0	42.0
NO. COMPANIES	19	11	13	16	12	5	6	10	7	14	11	11	11	15	18	16	7	9	4	3
NO. EMPLOYEES	20	29	45	64	80	7	13	15	15	107	175	34	72	86	132	117	7	21	24	3

CINCINNATI, OH

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.3	27.6	21.4	19.7	17.3	15.4	12.1	22.3	16.8	13.3	16.7	41.7	36.9	32.4	26.9	21.9	41.8	38.1	33.2	34.9
FIRST QUARTILE	34.0	23.5	18.5	16.5	14.5	13.5	10.5	18.5	14.5	11.5	14.5	38.0	34.0	30.0	24.5	17.5	40.0	34.0	30.0	28.0
MEDIAN	36.0	26.5	20.5	19.5	16.5	14.5	10.5	21.5	16.5	13.5	17.5	42.0	36.0	32.0	25.5	20.5	44.0	38.0	32.0	36.0
THIRD QUARTILE	38.0	30.0	23.5	21.5	20.5	15.5	14.5	23.5	18.5	14.5	18.5	47.5	42.0	34.0	30.0	24.5	47.5	44.0	38.0	40.0
NO. COMPANIES	21	17	15	21	16	6	6	10	14	21	8	16	14	17	24	19	10	9	10	7
NO. EMPLOYEES	22	30	23	62	42	8	12	11	29	98	31	30	47	72	111	117	11	19	27	7

CLEVELAND, OH

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.0	28.7	22.6	17.9	17.7	14.0	14.8	20.9	16.8	14.8	13.5	38.7	33.7	31.2	28.9	20.7	44.8	36.2	31.0	43.8
FIRST QUARTILE	34.0	22.5	19.5	16.5	15.5	13.5	12.5	18.5	14.5	13.5	10.5	36.0	28.0	25.5	25.5	16.5	38.0	34.0	28.0	42.0
MEDIAN	40.0	28.0	21.5	17.5	16.5	13.5	15.5	21.5	16.5	14.5	11.5	40.0	36.0	32.0	28.0	19.5	44.0	36.0	28.0	42.0
THIRD QUARTILE	47.5	32.0	24.5	18.5	20.5	13.5	15.5	23.5	20.5	15.5	16.5	42.0	38.0	34.0	30.0	23.5	52.5	38.0	30.0	47.5
NO. COMPANIES	11	8	12	11	6	3	2	5	5	9	5	7	10	9	12	7	3	4	4	5
NO. EMPLOYEES	11	16	20	42	18	8	4	7	7	34	8	15	27	31	59	30	3	9	4	6

COLUMBUS, OH

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.8	29.1	22.0	16.5	16.1	14.9	15.5	21.2	16.3	14.3	11.8	43.1	35.5	31.0	27.5	23.4	44.5	37.0	29.9	37.3
FIRST QUARTILE	34.0	26.5	20.5	15.5	14.5	12.5	11.5	18.5	13.5	12.5	10.5	40.0	34.0	30.0	25.5	19.5	42.0	36.0	30.0	36.0
MEDIAN	36.0	30.0	21.5	17.5	15.5	14.5	15.5	18.5	15.5	13.5	11.5	42.0	36.0	32.0	26.5	22.5	44.0	38.0	30.0	38.0
THIRD QUARTILE	42.0	32.0	24.5	21.5	17.5	16.5	19.5	21.5	17.5	15.5	12.5	47.5	38.0	34.0	28.0	28.0	47.5	38.0	32.0	38.0
NO. COMPANIES	28	16	16	24	20	8	6	8	13	23	15	15	12	19	23	25	3	6	5	6
NO. EMPLOYEES	29	36	28	62	41	15	7	10	24	60	48	54	73	81	90	84	3	27	9	6

DAYTON, OH

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	41.1	28.6	21.9	20.3	17.6			23.9	17.8	16.5	12.5	42.3	35.3	29.1	24.7	23.4	45.6	32.8	27.4	
FIRST QUARTILE	34.0	20.5	18.5	16.5	14.5			22.5	14.5	13.5	11.5	40.0	32.0	28.0	23.5	22.5	42.0	26.5	28.0	
MEDIAN	42.0	30.0	20.5	18.5	16.5			24.5	17.5	15.5	11.5	42.0	36.0	28.0	24.5	22.5	44.0	32.0	28.0	
THIRD QUARTILE	47.5	34.0	28.0	24.5	22.5			26.5	19.5	18.5	13.5	44.0	36.0	30.0	26.5	22.5	44.0	36.0	28.0	
NO. COMPANIES	11	8	6	9	6			10	8	11	9	6	6	6	8	7	2	4	3	
NO. EMPLOYEES	11	10	11	31	19			11	12	60	30	14	23	31	41	21	4	8	6	

DETROIT AREA, MI

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.8	26.2	23.1	17.6	17.6	16.2	15.6	27.1	22.4	17.3	15.3	51.6	34.5	33.0	27.2	21.9	47.2	37.7	30.3	
FIRST QUARTILE	34.0	21.5	20.5	15.5	15.5	14.5	12.5	24.5	21.5	16.5	13.5	52.5	32.0	30.0	25.5	19.5	47.5	34.0	28.0	
MEDIAN	36.0	25.5	23.5	17.5	17.5	16.5	14.5	28.0	24.5	17.5	14.5	52.5	34.0	32.0	28.0	21.5	47.5	38.0	30.0	
THIRD QUARTILE	44.0	34.0	24.5	19.5	19.5	17.5	18.5	28.0	24.5	19.5	17.5	52.5	36.0	36.0	28.0	24.5	52.5	40.0	34.0	
NO. COMPANIES	9	7	9	8	11	5	3	5	4	5	7	6	7	9	8	8	5	5	4	
NO. EMPLOYEES	13	14	33	34	62	20	8	12	5	17	100	9	30	63	72	83	8	16	9	

EVANSVILLE, IN

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.6	26.9	20.0	18.4	15.6		14.7	36.0	18.3	14.9	12.1	40.8	31.2	28.7	24.3	21.6				
FIRST QUARTILE	32.0	24.5	16.5	14.5	12.5		11.5	26.5	18.5	14.5	10.5	32.0	25.5	24.5	21.5	17.5				
MEDIAN	38.0	24.5	19.5	19.5	15.5		14.5	34.0	18.5	15.5	11.5	40.0	32.0	26.5	22.5	22.5				
THIRD QUARTILE	38.0	30.0	22.5	20.5	17.5		15.5	47.5	19.5	16.5	13.5	52.5	36.0	30.0	28.0	26.5				
NO. COMPANIES	8	5	5	8	6		3	3	3	4	3	6	2	4	4	6				
NO. EMPLOYEES	8	5	6	21	16		9	3	6	13	5	10	3	24	14	34				

FORT WAYNE, IN

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE		31.5		20.0									33.3	26.9						
FIRST QUARTILE		26.5		18.5									30.0	25.5						
MEDIAN		30.0		18.5									34.0	26.5						
THIRD QUARTILE		38.0		22.5									34.0	28.0						
NO. COMPANIES		3		2									2	2						
NO. EMPLOYEES		3		6									5	9						

GRAND RAPIDS (WEST MI)

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.3	29.1	24.3	18.8	17.9	16.2	19.9	27.1	17.6	14.9	14.2	42.4	36.1	32.7	25.8	22.0	43.3	40.0	32.8	41.1
FIRST QUARTILE	30.0	24.5	18.5	15.5	15.5	14.5	17.5	17.5	16.5	11.5	11.5	36.0	30.0	26.5	23.5	17.5	40.0	36.0	25.5	38.0
MEDIAN	34.0	26.5	23.5	19.5	18.5	14.5	20.5	22.5	17.5	13.5	13.5	42.0	36.0	30.0	25.5	20.5	40.0	38.0	28.0	42.0
THIRD QUARTILE	40.0	36.0	24.5	22.5	19.5	18.5	22.5	40.0	18.5	16.5	15.5	52.5	40.0	36.0	28.0	25.5	47.5	38.0	36.0	44.0
NO. COMPANIES	18	12	8	16	12	5	5	7	6	13	10	11	10	13	16	13	5	4	5	4
NO. EMPLOYEES	18	14	13	38	34	6	13	7	14	36	79	20	25	43	62	44	6	9	12	5

	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T

(AMOUNTS IN THOUSANDS OF DOLLARS)

INDIANAPOLIS, IN

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.1	24.6	17.5	16.2	13.7	16.1	14.7	20.0	14.7	13.5	12.5	41.3	36.5	29.1	26.1	21.4	42.1	31.2	26.3	35.5
FIRST QUARTILE	30.0	19.5	15.5	14.5	11.5	14.5	12.5	15.5	10.5	11.5	10.5	36.0	32.0	25.5	23.5	18.5	38.0	28.0	23.5	30.0
MEDIAN	36.0	24.5	17.5	15.5	12.5	14.5	13.5	19.5	15.5	13.5	11.5	42.0	36.0	28.0	25.5	20.5	42.0	30.0	25.5	32.0
THIRD QUARTILE	40.0	28.0	19.5	18.5	15.5	17.5	17.5	24.5	15.5	15.5	14.5	44.0	40.0	32.0	28.0	23.5	44.0	34.0	28.0	40.0
NO. COMPANIES	34	20	18	29	21	10	10	12	9	24	23	24	20	21	26	26	10	13	10	9
NO. EMPLOYEES	35	33	40	90	47	14	18	15	13	91	91	55	81	151	189	133	13	33	36	9

ROCKFORD, IL

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.0	26.0	17.5	17.4	15.8				15.1	13.1	14.1	35.6	29.0	27.4	23.4	19.1			24.3	
FIRST QUARTILE	23.5	26.5	15.5	14.5	13.5				13.5	10.5	11.5	34.0	24.5	24.5	21.5	15.5			20.5	
MEDIAN	34.0	28.0	16.5	15.5	14.5				15.5	12.5	15.5	34.0	26.5	26.5	24.5	18.5			24.5	
THIRD QUARTILE	38.0	28.0	18.5	20.5	14.5				15.5	14.5	16.5	36.0	36.0	30.0	25.5	21.5			28.0	
NO. COMPANIES	8	5	8	6	3				5	7	4	4	2	5	5	7			2	
NO. EMPLOYEES	8	5	8	10	4				5	8	5	5	3	6	15	24			3	

TOLEDO AREA, OH

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.8	25.8	19.9	19.3	16.2	20.2	15.7	26.3	18.4	14.8	13.7	45.0	41.8	36.7	27.6	26.1	41.0	38.4	27.8	40.2
FIRST QUARTILE	30.0	21.5	15.5	16.5	14.5	19.5	14.5	21.5	14.5	12.5	10.5	38.0	32.0	32.0	25.5	23.5	36.0	34.0	21.5	26.5
MEDIAN	34.0	25.5	18.5	18.5	16.5	19.5	15.5	23.5	16.5	14.5	13.5	44.0	40.0	36.0	28.0	26.5	40.0	38.0	30.0	42.0
THIRD QUARTILE	42.0	30.0	19.5	21.5	17.5	21.5	18.5	30.0	17.5	16.5	15.5	52.5	52.5	42.0	30.0	30.0	42.0	42.0	32.0	52.5
NO. COMPANIES	26	24	10	21	16	2	9	13	9	23	17	10	11	21	23	19	9	9	7	7
NO. EMPLOYEES	26	28	25	69	63	3	9	13	12	107	118	12	30	155	158	149	11	17	16	7

WEST CENTRAL UNITED STATES

CEDAR RAPIDS, IA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.0	25.6	17.6	16.4	14.4	13.2	12.1	16.2	15.2	11.3	10.6	34.4	30.7	26.8	23.7	20.6	35.4	31.9	27.2	
FIRST QUARTILE	26.5	18.5	14.5	15.5	13.5	11.5	10.5	13.5	11.5	10.5	10.5	34.0	28.0	24.5	21.5	18.5	32.0	26.5	22.5	
MEDIAN	32.0	24.5	17.5	16.5	14.5	13.5	11.5	13.5	16.5	10.5	10.5	36.0	32.0	26.5	23.5	20.5	36.0	32.0	25.5	
THIRD QUARTILE	36.0	30.0	18.5	18.5	15.5	14.5	12.5	19.5	17.5	10.5	10.5	38.0	32.0	30.0	25.5	23.5	38.0	36.0	34.0	
NO. COMPANIES	10	9	4	9	9	4	4	5	3	11	5	8	7	11	14	15	7	3	5	
NO. EMPLOYEES	10	9	12	13	27	6	14	6	3	73	39	13	23	21	70	47	9	16	15	

DAVENPORT, IA (QUAD-CITIES)

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.0	36.4	30.2	25.9	18.9	26.6	25.1			21.5	20.6	45.6	49.3	44.0	34.3	25.2	44.9	45.7	38.5	42.2
FIRST QUARTILE	24.5	21.5	32.0	19.5	12.5	10.5	24.5			18.5	10.5	40.0	52.5	44.0	30.0	20.5	36.0	47.5	40.0	34.0
MEDIAN	47.5	36.0	32.0	30.0	13.5	32.0	28.0			23.5	25.5	47.5	52.5	47.5	36.0	22.5	42.0	47.5	40.0	40.0
THIRD QUARTILE	52.5	52.5	32.0	30.0	24.5	32.0	28.0			25.5	25.5	52.5	52.5	47.5	38.0	32.0	52.5	47.5	40.0	52.5
NO. COMPANIES	7	7	5	9	6	3	3			7	5	6	3	9	11	11	6	3	3	3
NO. EMPLOYEES	7	10	14	43	8	4	7			21	24	7	62	79	69	54	6	17	21	3

DES MOINES, IA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.6	27.3	20.0	17.4	15.4	13.8	13.9	21.1	15.4	13.1	11.3	37.2	35.8	30.4	24.6	21.4	38.8	34.7	28.2	38.7
FIRST QUARTILE	32.0	23.5	17.5	14.5	13.5	12.5	11.5	17.5	12.5	11.5	10.5	34.0	30.0	26.5	21.5	18.5	36.0	32.0	25.5	34.0
MEDIAN	38.0	26.5	19.5	16.5	15.5	13.5	13.5	19.5	14.5	12.5	11.5	36.0	34.0	30.0	23.5	21.5	38.0	36.0	28.0	38.0
THIRD QUARTILE	44.0	32.0	22.5	19.5	17.5	14.5	15.5	23.5	18.5	14.5	11.5	42.0	42.0	34.0	28.0	23.5	42.0	38.0	30.0	42.0
NO. COMPANIES	30	27	22	32	26	14	15	20	17	28	18	29	21	33	38	31	15	17	13	11
NO. EMPLOYEES	31	43	42	127	111	59	31	28	29	223	272	63	109	234	266	221	28	37	39	14

FARGO-MOORHEAD, ND

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.2	24.0	17.5	13.3	12.9		13.1	19.0	16.7	13.8	13.1	38.5	30.8	23.0	23.9	18.2				
FIRST QUARTILE	28.0	14.5	14.5	11.5	12.5		10.5	14.5	12.5	10.5	10.5	36.0	30.0	21.5	20.5	15.5				
MEDIAN	28.0	21.5	17.5	12.5	12.5		10.5	15.5	15.5	12.5	11.5	38.0	30.0	22.5	21.5	18.5				
THIRD QUARTILE	40.0	36.0	18.5	14.5	13.5		18.5	18.5	21.5	17.5	16.5	38.0	32.0	24.5	25.5	20.5				
NO. COMPANIES	6	3	5	6	6		3	7	8	13	8	4	3	4	10	5				
NO. EMPLOYEES	6	3	7	16	13		10	8	9	27	19	4	5	14	32	19				

KANSAS CITY, MO

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.2	26.8	20.0	17.3	14.9	16.2	14.1	19.5	14.6	13.9	12.4	41.3	36.4	31.2	26.1	21.1	44.7	39.7	29.1	36.6
FIRST QUARTILE	32.0	22.5	18.5	15.5	12.5	13.5	12.5	16.5	13.5	12.5	10.5	36.0	34.0	28.0	23.5	17.5	38.0	34.0	25.5	34.0
MEDIAN	36.0	25.5	19.5	16.5	14.5	17.5	13.5	19.5	13.5	13.5	10.5	38.0	36.0	30.0	25.5	19.5	47.5	40.0	28.0	36.0
THIRD QUARTILE	44.0	28.0	20.5	18.5	16.5	17.5	14.5	20.5	16.5	14.5	12.5	47.5	40.0	36.0	30.0	25.5	47.5	42.0	32.0	42.0
NO. COMPANIES	13	9	8	11	12	3	3	8	8	15	5	10	6	9	11	11	5	3	3	9
NO. EMPLOYEES	13	14	12	27	30	3	11	10	13	56	12	14	22	51	98	58	5	8	8	10

LINCOLN, NE

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	31.4	23.6	18.1	15.2	13.1	14.5	12.3	16.0	13.2	11.7	10.7	36.5	29.5	25.7	21.8	16.6	36.7	31.4	22.0	34.7
FIRST QUARTILE	28.0	18.5	15.5	13.5	10.5	12.5	10.5	14.5	12.5	11.5	10.5	32.0	28.0	24.5	20.5	16.5	34.0	28.0	15.5	32.0
MEDIAN	30.0	21.5	16.5	13.5	13.5	14.5	10.5	15.5	12.5	11.5	10.5	36.0	30.0	25.5	21.5	16.5	38.0	32.0	16.5	34.0
THIRD QUARTILE	38.0	28.0	20.5	17.5	13.5	15.5	14.5	17.5	14.5	11.5	10.5	40.0	32.0	28.0	22.5	17.5	38.0	34.0	28.0	38.0
NO. COMPANIES	9	13	8	11	12	4	5	7	5	11	7	6	10	9	12	8	8	4	3	2
NO. EMPLOYEES	9	19	17	41	36	4	8	14	18	148	23	15	41	48	61	33	8	6	4	3

MADISON, WI

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.5	31.0		19.6	15.5					13.5	10.6	39.6	31.3	27.4	23.0	18.2				
FIRST QUARTILE	30.0	25.5		15.5	14.5					11.5	10.5	36.0	26.5	25.5	22.5	17.5				
MEDIAN	34.0	30.0		18.5	15.5					12.5	10.5	38.0	32.0	28.0	22.5	17.5				
THIRD QUARTILE	36.0	32.0		22.5	16.5					14.5	10.5	44.0	34.0	30.0	23.5	19.5				
NO. COMPANIES	4	4		6	5					6	3	3	3	5	7	7				
NO. EMPLOYEES	4	7		12	12					29	23	6	7	10	14	14				

MID-MISSOURI

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.5	29.8	21.9	20.6	15.9	23.3	16.5	16.3	15.3	13.1	12.2	41.3	36.7	30.7	24.0	19.9	31.1	29.6		
FIRST QUARTILE	32.0	23.5	17.5	16.5	14.5	18.5	13.5	15.5	13.5	12.5	10.5	34.0	32.0	28.0	22.5	18.5	26.5	28.0		
MEDIAN	34.0	32.0	18.5	18.5	14.5	19.5	14.5	15.5	13.5	12.5	12.5	36.0	34.0	30.0	23.5	19.5	28.0	28.0		
THIRD QUARTILE	42.0	36.0	28.0	23.5	17.5	32.0	17.5	17.5	17.5	13.5	13.5	52.5	44.0	32.0	26.5	21.5	32.0	32.0		
NO. COMPANIES	6	7	5	7	10	2	4	5	5	6	6	6	5	9	8	8	4	3		
NO. EMPLOYEES	6	9	10	14	32	3	4	6	10	41	35	10	18	51	56	34	4	8		

MILWAUKEE, WI

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.9	29.6	21.7	19.2	17.1	19.6	15.5	25.9	17.9	15.8	13.4	41.8	36.5	33.6	29.1	21.8	39.7	32.8	28.2	35.0
FIRST QUARTILE	32.0	24.5	19.5	15.5	15.5	17.5	13.5	18.5	16.5	12.5	10.5	36.0	34.0	28.0	25.5	19.5	32.0	28.0	25.5	32.0
MEDIAN	36.0	30.0	20.5	18.5	16.5	17.5	14.5	23.5	17.5	14.5	12.5	42.0	36.0	34.0	30.0	21.5	38.0	34.0	28.0	34.0
THIRD QUARTILE	44.0	32.0	25.5	21.5	17.5	22.5	16.5	32.0	20.5	18.5	15.5	47.5	38.0	38.0	32.0	23.5	47.5	36.0	30.0	38.0
NO. COMPANIES	23	18	15	22	19	5	10	13	17	31	17	21	15	20	26	23	13	14	12	11
NO. EMPLOYEES	24	23	23	56	42	6	20	16	20	111	34	27	56	75	136	50	15	19	23	11

MINNEAPOLIS-ST. PAUL, MN

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.3	27.0	20.1	17.7	14.9	16.2	16.9	22.3	16.2	14.1	12.5	42.1	37.3	31.4	25.6	22.7	43.7	36.3	30.4	40.4
FIRST QUARTILE	34.0	24.5	17.5	16.5	13.5	14.5	13.5	18.5	14.5	11.5	11.5	38.0	36.0	28.0	22.5	20.5	42.0	30.0	25.5	34.0
MEDIAN	40.0	25.5	18.5	17.5	14.5	16.5	16.5	20.5	15.5	14.5	11.5	42.0	38.0	32.0	25.5	22.5	44.0	36.0	30.0	40.0
THIRD QUARTILE	47.5	30.0	22.5	18.5	15.5	18.5	19.5	25.5	17.5	15.5	13.5	47.5	40.0	34.0	28.0	25.5	47.5	42.0	36.0	42.0
NO. COMPANIES	28	27	20	23	21	8	9	22	23	33	27	24	17	33	41	33	14	14	10	8
NO. EMPLOYEES	28	32	36	56	44	9	16	24	26	142	95	44	61	95	128	103	18	42	33	8

A	MANAGER - COMPUTER OPERATIONS
B	SUPERVISOR - COMPUTER OPERATIONS
C	LEAD COMPUTER OPERATOR
D	COMPUTER OPERATOR - LEVEL A
E	COMPUTER OPERATOR - LEVEL B
F	TAPE LIBRARIAN
G	DATA QUALITY CONTROL CLERK
H	SUPERVISOR - DATA ENTRY
I	LEAD DATA ENTRY OPERATOR
J	DATA ENTRY OPERATOR - LEVEL A
K	DATA ENTRY OPERATOR - LEVEL B
L	MANAGER-APPLICATIONS PROGRAMMING
M	PROJECT LEADER (Lead Programmer/Analyst)
N	SYSTEMS ANALYST (Sr. Programmer/Analyst)
O	PROGRAMMER/ANALYST
P	PROGRAMMER
Q	MANAGER - SOFTWARE SYSTEMS PROGRAMMING
R	SENIOR SOFTWARE SYSTEMS PROGRAMMER
S	SOFTWARE SYSTEMS PROGRAMMER
T	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

MINNESOTA (SOUTHERN)

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	31.9	25.7	17.4	15.3	15.2				14.3	13.5	11.5		31.4	26.1	22.8	21.3			23.2	
FIRST QUARTILE	19.5	19.5	13.5	12.5	11.5				11.5	11.5	10.5		24.5	24.5	17.5	20.5			20.5	
MEDIAN	30.0	21.5	16.5	14.5	12.5				12.5	13.5	10.5		32.0	25.5	21.5	21.5			23.5	
THIRD QUARTILE	36.0	30.0	17.5	16.5	19.5				14.5	14.5	11.5		32.0	26.5	26.5	21.5			25.5	
NO. COMPANIES	4	6	5	5	4				4	9	8		3	2	5	4			2	
NO. EMPLOYEES	4	6	7	14	6				4	15	16		5	4	13	20			6	

OMAHA, NE

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.2	30.4	23.6	19.6	16.7		11.5	18.4	13.9	14.0	11.5	40.1	34.2	33.0	27.2	22.7	39.7	33.5	32.8	40.9
FIRST QUARTILE	36.0	24.5	17.5	14.5	13.5		10.5	14.5	10.5	10.5	10.5	38.0	30.0	32.0	24.5	19.5	38.0	28.0	32.0	42.0
MEDIAN	42.0	34.0	22.5	17.5	15.5		10.5	16.5	10.5	13.5	10.5	42.0	36.0	34.0	28.0	21.5	42.0	36.0	34.0	42.0
THIRD QUARTILE	42.0	34.0	30.0	26.5	21.5		11.5	21.5	16.5	15.5	12.5	42.0	38.0	34.0	30.0	26.5	42.0	38.0	34.0	42.0
NO. COMPANIES	11	12	11	12	16		4	6	6	11	15	8	10	8	13	11	8	5	6	2
NO. EMPLOYEES	13	25	34	33	66		10	6	12	33	47	20	39	94	49	53	15	18	44	7

ST. LOUIS, MO

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.5	25.9	19.4	15.9	15.4	11.9	12.2	20.2	16.7	13.6	12.9	41.6	35.0	30.3	24.8	21.9	38.9	31.8	27.4	34.7
FIRST QUARTILE	32.0	20.5	16.5	14.5	13.5	10.5	10.5	15.5	14.5	11.5	11.5	36.0	32.0	28.0	21.5	18.5	34.0	28.0	18.5	15.5
MEDIAN	36.0	26.5	20.5	16.5	15.5	11.5	11.5	19.5	17.5	13.5	12.5	40.0	34.0	30.0	24.5	22.5	40.0	12.0	30.0	36.0
THIRD QUARTILE	42.0	30.0	21.5	17.5	16.5	12.5	13.5	24.5	18.5	15.5	13.5	44.0	38.0	34.0	28.0	24.5	42.0	36.0	32.0	52.5
NO. COMPANIES	23	9	14	16	16	6	6	14	13	17	14	12	9	17	15	17	7	8	7	3
NO. EMPLOYEES	24	10	28	37	34	9	17	15	23	58	51	17	39	72	62	59	7	13	12	3

WICHITA, KS

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	41.4	28.8	20.6	19.6	16.1	15.8	17.0	24.6	16.5	18.4	13.5	41.7	36.5	32.3	27.1	22.1	42.8	32.7	28.7	46.5
FIRST QUARTILE	36.0	23.5	19.5	16.5	14.5	13.5	14.5	19.5	15.5	14.5	11.5	38.0	32.0	28.0	24.5	20.5	38.0	30.0	30.0	40.0
MEDIAN	42.0	28.0	21.5	18.5	15.5	14.5	15.5	23.5	15.5	16.5	12.5	40.0	34.0	32.0	26.5	21.5	42.0	34.0	30.0	47.5
THIRD QUARTILE	44.0	32.0	22.5	21.5	16.5	15.5	18.5	25.5	17.5	23.5	13.5	44.0	38.0	34.0	30.0	23.5	47.5	34.0	30.0	52.5
NO. COMPANIES	16	10	9	11	11	3	7	10	9	14	12	12	9	14	14	16	9	9	4	6
NO. EMPLOYEES	17	17	21	29	45	4	13	12	14	45	36	13	22	43	69	67	9	13	18	6

SOUTHERN UNITED STATES

BIRMINGHAM, AL

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.1	26.5	17.6	15.5	13.4	20.3	19.7	22.2	17.5	14.6	11.7	45.1	39.1	33.6	25.1	22.8	46.2	32.3	26.8	36.7
FIRST QUARTILE	32.0	20.5	15.5	13.5	12.5	15.5	12.5	20.5	15.5	11.5	10.5	40.0	36.0	30.0	21.5	19.5	44.0	26.5	12.5	36.0
MEDIAN	36.0	23.5	15.5	15.5	13.5	17.5	21.5	21.5	16.5	15.5	11.5	47.5	38.0	34.0	25.5	21.5	47.5	30.0	34.0	36.0
THIRD QUARTILE	44.0	28.0	19.5	16.5	14.5	28.0	21.5	24.5	19.5	16.5	11.5	47.5	42.0	36.0	30.0	28.0	47.5	38.0	34.0	38.0
NO. COMPANIES	13	11	11	12	8	3	7	6	4	11	6	8	9	9	13	11	5	5	3	3
NO. EMPLOYEES	19	13	22	45	30	3	12	13	6	23	13	10	24	46	37	69	5	8	3	3

CHARLOTTE, NC

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.2	24.6	18.2	16.1	15.9	14.1	15.1	19.8	14.9	13.6	11.3	39.8	34.1	31.3	25.6	22.1	41.2	34.0	30.6	32.8
FIRST QUARTILE	32.0	21.5	15.5	15.5	13.5	12.5	13.5	15.5	13.5	12.5	10.5	38.0	32.0	30.0	23.5	19.5	36.0	32.0	28.0	28.0
MEDIAN	34.0	23.5	18.5	16.5	15.5	14.5	14.5	18.5	14.5	13.5	10.5	40.0	34.0	32.0	25.5	21.5	40.0	34.0	30.0	34.0
THIRD QUARTILL	36.0	28.0	20.5	16.5	16.5	14.5	17.5	21.5	17.5	15.5	11.5	42.0	38.0	34.0	28.0	23.5	47.5	36.0	34.0	36.0
NO. COMPANIES	17	12	12	15	9	7	10	8	9	14	7	9	7	11	15	14	6	4	5	6
NO. EMPLOYEES	17	18	23	45	24	10	18	8	11	58	27	10	16	61	68	59	6	10	12	7

CHATTANOOGA, TN

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.4	25.9	21.1	16.5	13.9		15.8	26.2	18.9	13.7	13.5	39.3	36.6	34.8	27.3	20.5			37.2	
FIRST QUARTILE	24.5	15.5	18.5	13.5	12.5		13.5	17.5	18.5	11.5	11.5	34.0	32.0	32.0	24.5	19.5			34.0	
MEDIAN	38.0	26.5	18.5	16.5	14.5		14.5	28.0	19.5	12.5	13.5	42.0	36.0	34.0	26.5	19.5			38.0	
THIRD QUARTILE	47.5	28.0	20.5	17.5	15.5		19.5	30.0	20.5	16.5	14.5	44.0	40.0	38.0	30.0	21.5			42.0	
NO. COMPANIES	8	5	4	8	7		2	7	5	6	6	8	5	7	10	9			3	
NO. EMPLOYEES	8	8	6	22	29		3	8	5	9	21	12	10	23	30	30			7	

COLUMBIA, SC

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.0	18.5	17.1	14.5	12.1		14.0	18.4		15.2	12.0	39.8	34.4	32.6	26.6	21.7	31.6	36.0	30.3	32.0
FIRST QUARTILE	30.0	18.5	14.5	13.5	10.5		12.5	13.5		12.5	10.5	32.0	34.0	32.0	24.5	20.5	18.5	30.0	28.0	28.0
MEDIAN	40.0	18.5	16.5	14.5	11.5		12.5	14.5		14.5	10.5	40.0	34.0	32.0	25.5	22.5	23.5	36.0	28.0	30.0
THIRD QUARTILE	47.5	20.5	19.5	14.5	13.5		15.5	15.5		18.5	13.5	44.0	34.0	34.0	28.0	23.5	32.0	42.0	34.0	38.0
NO. COMPANIES	5	3	5	5	3		3	3		5	3	4	2	3	5	4	3	2	2	3
NO. EMPLOYEES	5	6	7	16	9		4	4		13	21	7	5	7	15	13	4	3	5	3

DALLAS, TX

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.1	33.6	20.9	20.5	18.1	16.1	24.9	23.3	18.8	16.0	13.4	44.2	38.6	31.2	35.9	25.7		35.1	29.9	
FIRST QUARTILE	34.0	25.5	18.5	16.5	16.5	14.5	19.5	21.5	18.5	15.5	12.5	42.0	36.0	25.5	28.0	23.5		34.0	25.5	
MEDIAN	38.0	32.0	19.5	21.5	18.5	14.5	26.5	22.5	18.5	15.5	13.5	44.0	38.0	28.0	34.0	24.5		34.0	30.0	
THIRD QUARTILE	42.0	44.0	22.5	23.5	19.5	16.5	28.0	25.5	19.5	16.5	13.5	47.5	40.0	36.0	44.0	28.0		38.0	34.0	
NO. COMPANIES	10	6	5	7	5	3	3	5	4	8	10	6	4	5	5	6		3	5	
NO. EMPLOYEES	38	11	13	28	25	8	20	15	37	87	99	12	28	21	42	121		21	41	

DALTON (NORTH/WEST GA)

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	43.8	27.3	18.2	15.4	13.6					14.4			24.3	29.9	25.9	22.6				
FIRST QUARTILE	38.0	20.5	15.5	13.5	12.5					13.5			14.5	25.5	23.5	18.5				
MEDIAN	44.0	24.5	18.5	14.5	13.5					13.5			16.5	28.0	26.5	19.5				
THIRD QUARTILE	52.5	36.0	21.5	17.5	15.5					16.5			42.0	34.0	28.0	28.0				
NO. COMPANIES	7	5	5	5	5					3			3	3	5	3				
NO. EMPLOYEES	7	5	7	10	9					8			3	7	17	9				

FORT WORTH, TX

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.1	24.9	21.3	17.7	17.3		18.2	28.0	17.3	14.4	14.4	41.6	36.2	32.5	26.4	22.6	41.8	38.0	33.2	30.4
FIRST QUARTILE	30.0	23.5	20.5	16.5	16.5		16.5	18.5	12.5	12.5	11.5	42.0	36.0	30.0	24.5	19.5	40.0	38.0	23.5	25.5
MEDIAN	36.0	24.5	21.5	16.5	17.5		18.5	28.0	13.5	12.5	13.5	42.0	38.0	32.0	24.5	21.5	42.0	40.0	36.0	30.0
THIRD QUARTILE	47.5	26.5	24.5	19.5	19.5		20.5	36.0	17.5	17.5	17.5	44.0	38.0	34.0	26.5	25.5	47.5	40.0	40.0	30.0
NO. COMPANIES	6	4	6	5	6		4	4	3	6	5	5	6	6	8	3	6	4	2	3
NO. EMPLOYEES	6	6	9	6	23		12	5	4	38	18	5	18	17	41	7	6	5	3	4

GREENSBORO, NC

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.0	25.4	18.9	16.3	14.8	15.8	17.3	19.9	15.2	13.6	13.3	47.8	35.9	33.2	26.7	20.7	48.3	46.8	34.2	
FIRST QUARTILE	32.0	22.5	16.5	13.5	13.5	12.5	16.5	16.5	13.5	12.5	11.5	40.0	32.0	32.0	24.5	17.5	40.0	44.0	32.0	
MEDIAN	38.0	24.5	18.5	16.5	15.5	13.5	16.5	19.5	13.5	13.5	13.5	52.5	36.0	34.0	26.5	20.5	52.5	47.5	36.0	
THIRD QUARTILE	44.0	28.0	20.5	18.5	15.5	14.5	17.5	23.5	18.5	14.5	13.5	52.5	40.0	34.0	28.0	23.5	52.5	47.5	38.0	
NO. COMPANIES	10	11	8	10	9	4	3	6	2	5	4	8	7	9	8	4	3	3	4	
NO. EMPLOYEES	10	14	14	31	17	4	5	8	3	40	16	16	25	31	49	24	3	6	9	

GREENVILLE, SC

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	33.8	26.5	19.5	15.9	11.3				17.5	15.8	11.4	46.6	33.0	28.0	23.1	20.4				
FIRST QUARTILE	28.0	21.5	16.5	13.5	10.5				15.5	14.5	10.5	34.0	30.0	24.5	20.5	18.5				
MEDIAN	30.0	25.5	17.5	15.5	10.5				17.5	15.5	10.5	47.5	32.0	26.5	21.5	19.5				
THIRD QUARTILE	40.0	28.0	19.5	16.5	11.5				19.5	17.5	12.5	52.5	34.0	32.0	25.5	20.5				
NO. COMPANIES	7	5	3	4	3				3	4	3	3	4	3	6	4				
NO. EMPLOYEES	7	7	4	8	6				3	7	10	4	11	31	18	13				

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

HOUSTON, TX

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	42.9	29.9	23.3	19.8	18.4	16.5	19.6	21.1	19.5	16.2	14.3	46.6	43.3	37.8	31.9	27.4	47.0	41.6	31.4	46.3
FIRST QUARTILE	36.0	26.5	20.5	17.5	16.5	13.5	17.5	17.5	17.5	15.5	13.5	42.0	40.0	36.0	30.0	25.5	40.0	40.0	30.0	44.0
MEDIAN	40.0	28.0	22.5	19.5	19.5	14.5	20.5	19.5	18.5	16.5	13.5	47.5	44.0	38.0	32.0	28.0	52.5	42.0	32.0	47.5
THIRD QUARTILE	47.5	36.0	25.5	22.5	20.5	18.5	21.5	19.5	19.5	17.5	14.5	52.5	47.5	40.0	34.0	30.0	52.5	44.0	34.0	47.5
NO. COMPANIES	12	6	4	11	11	4	6	4	7	9	7	9	5	8	11	7	6	6	6	3
NO. EMPLOYEES	14	10	13	26	38	6	9	4	8	25	10	13	22	50	57	14	6	14	13	5

JACKSONVILLE, FL

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	32.3	24.3	19.0	18.1	14.3	17.3	14.3	21.9	16.2	13.4	12.1	40.2	35.5	31.1	26.4	22.1	45.4	33.6	26.9	34.8
FIRST QUARTILE	25.5	21.5	17.5	15.5	13.5	11.5	12.5	19.5	15.5	11.5	10.5	38.0	32.0	30.0	23.5	20.5	40.0	30.0	25.5	34.0
MEDIAN	32.0	23.5	17.5	18.5	14.5	12.5	14.5	20.5	16.5	12.5	11.5	40.0	36.0	30.0	26.5	22.5	44.0	32.0	26.5	36.0
THIRD QUARTILE	40.0	28.0	21.5	19.5	15.5	19.5	15.5	21.5	16.5	14.5	13.5	42.0	38.0	34.0	28.0	23.5	52.5	34.0	26.5	36.0
NO. COMPANIES	15	9	9	11	12	3	8	8	5	10	8	9	7	11	13	10	5	5	3	4
NO. EMPLOYEES	17	20	22	32	54	4	22	14	27	49	44	13	23	61	74	38	5	20	16	5

KINGSPORT (EAST TN)

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	42.7	31.1	20.0	20.1	15.7		17.8	24.8		15.3		40.8	38.4	34.3	27.5	22.3			30.3	35.4
FIRST QUARTILE	38.0	30.0	17.5	17.5	14.5		16.5	17.5		13.5		36.0	40.0	30.0	26.5	19.5			28.0	34.0
MEDIAN	40.0	30.0	19.5	19.5	14.5		17.5	21.5		15.5		38.0	40.0	34.0	28.0	23.5			28.0	36.0
THIRD QUARTILE	47.5	32.0	21.5	22.5	15.5		18.5	26.5		15.5		47.5	40.0	36.0	28.0	24.5			36.0	38.0
NO. COMPANIES	6	7	6	8	6		4	6		9		4	3	6	9	5			2	5
NO. EMPLOYEES	6	7	10	18	10		10	6		32		5	5	8	21	18			5	6

KNOXVILLE (GREATER), TN

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	44.3	27.2		15.1	18.3		11.7			12.2	12.7	10.5	43.3		29.6	21.7	18.6			
FIRST QUARTILE	34.0	19.5		12.5	12.5		10.5			11.5	11.5	10.5	30.0		26.5	20.5	17.5			
MEDIAN	38.0	21.5		13.5	19.5		11.5			11.5	11.5	10.5	47.5		30.0	20.5	18.5			
THIRD QUARTILE	52.5	38.0		14.5	20.5		12.5			13.5	12.5	10.5	52.5		30.0	23.5	20.5			
NO. COMPANIES	4	6		7	3		3			2	5	3	2		3	3	3			
NO. EMPLOYEES	4	6		15	4		11			3	32	25	3		7	9	7			

LEXINGTON, KY

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.3	25.3		15.5	12.8					13.5	10.5		29.2	20.0	21.4	16.5				
FIRST QUARTILE	19.5	20.5		14.5	10.5					11.5	10.5		23.5	24.5	18.5	14.5				
MEDIAN	30.0	20.5		15.5	11.5					13.5	10.5		30.0	25.5	22.5	15.5				
THIRD QUARTILE	40.0	28.0		16.5	14.5					14.5	10.5		34.0	28.0	23.5	19.5				
NO. COMPANIES	4	4		4	5					2	2		2	3	6	3				
NO. EMPLOYEES	4	4		7	12					4	31		3	3	11	7				

LITTLE ROCK, AR

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.9	26.1	17.7	15.5	13.4	12.2	13.5	19.1	17.0	14.9	13.8	41.9	32.4	32.4	25.9	19.5	44.0	36.4		36.7
FIRST QUARTILE	24.5	17.5	17.5	15.5	11.5	10.5	10.5	11.5	17.5	13.5	14.5	34.0	28.0	30.0	22.5	16.5	32.0	36.0		32.0
MEDIAN	36.0	26.5	17.5	15.5	13.5	12.5	13.5	12.5	17.5	15.5	14.5	47.5	32.0	32.0	24.5	19.5	47.5	36.0		38.0
THIRD QUARTILE	47.5	34.0	19.5	16.5	14.5	13.5	14.5	16.5	17.5	15.5	14.5	47.5	38.0	34.0	28.0	22.5	52.5	38.0		40.0
NO. COMPANIES	7	5	9	7	8	2	6	2	6	5	5	6	4	3	5	7	3	3		3
NO. EMPLOYEES	11	11	25	41	15	3	28	4	51	24	21	9	13	39	42	33	3	5		3

LOUISVILLE, KY

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.0	30.8	22.5	19.0	15.2	15.4	20.4	18.7	15.2	12.8	12.6	40.2	36.7	32.1	27.5	22.7	38.2	34.0	33.1	38.7
FIRST QUARTILE	34.0	23.5	18.5	15.5	13.5	14.5	12.5	14.5	13.5	11.5	10.5	38.0	34.0	30.0	25.5	19.5	28.0	30.0	28.0	36.0
MEDIAN	36.0	30.0	20.5	17.5	15.5	15.5	13.5	14.5	13.5	12.5	11.5	40.0	40.0	32.0	28.0	23.5	38.0	30.0	32.0	38.0
THIRD QUARTILE	42.0	38.0	28.0	20.5	16.5	16.5	15.5	21.5	17.5	13.5	15.5	44.0	40.0	36.0	30.0	25.5	42.0	34.0	40.0	42.0
NO. COMPANIES	12	9	7	8	11	6	3	8	6	12	8	7	6	10	10	11	6	3	5	6
NO. EMPLOYEES	12	11	18	21	29	9	4	8	9	39	47	7	17	37	74	70	6	4	13	6

NASHVILLE, TN

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.5	26.1		16.9	13.8					13.8	12.3	36.9	36.6	32.9	24.6	19.0				
FIRST QUARTILE	22.5	25.5		16.5	13.5					12.5	10.5	28.0	36.0	30.0	22.5	16.5				
MEDIAN	42.0	25.5		17.5	14.5					12.5	10.5	36.0	36.0	34.0	24.5	19.5				
THIRD QUARTILE	42.0	28.0		17.5	15.5					15.5	14.5	44.0	38.0	34.0	26.5	19.5				
NO. COMPANIES	3	3		6	5					4	2	5	2	5	6	4				
NO. EMPLOYEES	3	5		13	9					8	5	7	7	17	17	6				

OKLAHOMA CITY, OK

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	36.0	25.6	21.3	18.4	15.5	18.0	15.9	22.5	21.2	15.3	14.2	46.4	39.6	35.0	28.2	24.0	46.2	34.8	30.5	31.8
FIRST QUARTILE	30.0	21.5	18.5	16.5	13.5	16.5	13.5	18.5	18.5	13.5	13.5	44.0	36.0	32.0	25.5	22.5	42.0	36.0	30.0	25.5
MEDIAN	36.0	25.5	20.5	18.5	15.5	16.5	15.5	20.5	21.5	14.5	13.5	44.0	38.0	34.0	28.0	24.5	47.5	36.0	32.0	32.0
THIRD QUARTILE	40.0	28.0	23.5	19.5	16.5	20.5	17.5	28.0	23.5	16.5	14.5	52.5	44.0	38.0	30.0	25.5	47.5	36.0	32.0	38.0
NO. COMPANIES	8	7	6	7	9	2	5	6	3	11	5	7	8	8	11	7	5	3	3	3
NO. EMPLOYEES	9	18	15	36	61	6	26	7	3	61	30	17	34	41	119	50	6	8	5	3

ORLANDO (GREATER), FL

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	35.2	24.5	19.3	17.4	14.0	15.1	16.2	19.8	12.3	13.1	11.3	43.9	38.8	33.2	27.3	21.8	48.6	36.2	31.5	42.3
FIRST QUARTILE	32.0	23.5	17.5	15.5	13.5	13.5	15.5	14.5	11.5	10.5	10.5	40.0	36.0	32.0	25.5	20.5	47.5	34.0	30.0	42.0
MEDIAN	32.0	24.5	18.5	15.5	13.5	13.5	16.5	22.5	12.5	12.5	11.5	44.0	40.0	34.0	28.0	21.5	47.5	36.0	32.0	42.0
THIRD QUARTILE	38.0	26.5	21.5	18.5	14.5	16.5	16.5	24.5	12.5	15.5	11.5	47.5	40.0	36.0	28.0	23.5	52.5	38.0	32.0	44.0
NO. COMPANIES	7	7	5	8	6	4	3	5	2	7	2	6	8	12	11	10	3	5	4	5
NO. EMPLOYEES	10	16	31	52	37	7	9	7	9	62	4	42	65	138	133	95	6	33	16	6

RALEIGH (RESEARCH TRIANGLE), NC

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	34.8	23.0	17.2	16.3	14.5	14.3	14.9	22.3	15.7	12.0	12.3	44.7	33.6	35.3	26.1	22.6	45.0	36.0	26.4	32.6
FIRST QUARTILE	24.5	18.5	14.5	13.5	12.5	13.5	11.5	15.5	13.5	10.5	10.5	40.0	30.0	32.0	23.5	17.5	38.0	32.0	21.5	25.5
MEDIAN	30.0	21.5	16.5	15.5	12.5	13.5	12.5	21.5	15.5	10.5	11.5	47.5	34.0	34.0	25.5	20.5	42.0	36.0	26.5	30.0
THIRD QUARTILE	47.5	25.5	18.5	17.5	17.5	13.5	17.5	22.5	17.5	13.5	12.5	52.5	38.0	38.0	28.0	26.5	47.5	42.0	30.0	42.0
NO. COMPANIES	10	7	5	11	9	3	5	7	9	12	13	7	6	8	9	8	4	5	5	5
NO. EMPLOYEES	10	14	17	32	22	6	12	12	18	112	29	9	21	16	38	47	4	10	11	7

RICHMOND, VA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.4	23.3	19.6	16.0	14.1	14.4	14.1	19.6	15.6	13.2	12.3	35.1	37.8	32.5	26.8	21.8	46.4	40.2	29.0	39.8
FIRST QUARTILE	36.0	21.5	16.5	14.5	13.5	12.5	10.5	15.5	12.5	11.5	10.5	30.0	34.0	30.0	25.5	19.5	42.0	38.0	25.5	34.0
MEDIAN	40.0	23.5	19.5	15.5	14.5	14.5	13.5	18.5	13.5	12.5	12.5	40.0	36.0	32.0	26.5	21.5	47.5	40.0	28.0	40.0
THIRD QUARTILE	42.0	24.5	21.5	16.5	15.5	15.5	17.3	24.5	19.5	15.5	13.5	44.0	42.0	34.0	28.0	24.5	47.5	42.0	34.0	47.5
NO. COMPANIES	18	15	14	20	17	10	11	13	11	19	11	15	15	14	18	15	7	11	10	6
NO. EMPLOYEES	18	31	51	74	88	16	26	14	28	113	55	44	67	135	174	91	7	34	22	6

ROANOKE, VA

TOTAL ALL TYPES OF BUSINESS	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.9	28.6	18.5	20.7	17.3			21.1	15.9	12.3	14.3			29.4	24.1	20.9				
FIRST QUARTILE	36.0	26.5	14.5	16.5	13.5			19.5	15.5	10.5	12.5			28.0	23.5	18.5				
MEDIAN	40.0	28.0	18.5	20.5	15.5			20.5	16.5	11.5	14.5			28.0	23.5	19.5				
THIRD QUARTILE	44.0	28.0	19.5	26.5	19.5			21.5	17.5	12.5	16.5			32.0	24.5	20.5				
NO. COMPANIES	7	4	3	3	5			4	3	7	5			3	5	4				
NO. EMPLOYEES	7	5	4	13	8			17	9	65	31			7	10	13				

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

SABINE-NECHES, TX

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	42.5	28.3	15.3	16.3	13.4			19.2		13.5	12.8			34.1	30.0	24.2				
FIRST QUARTILE	38.0	21.5	12.5	12.5	11.5			15.5		11.5	11.5			28.0	28.0	22.5				
MEDIAN	42.0	25.5	13.5	13.5	13.5			18.5		14.5	12.5			36.0	30.0	23.5				
THIRD QUARTILE	47.5	32.0	17.5	21.5	14.5			23.5		14.5	14.5			38.0	34.0	26.5				
NO. COMPANIES	3	2	2	3	4			2		3	2			4	2	2				
NO. EMPLOYEES	3	4	4	6	14			3		10	6			8	9	3				

SAN ANTONIO, TX

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	46.0	34.7		21.3	21.2					12.7		41.6	34.0	28.3	27.0	21.4				
FIRST QUARTILE	42.0	30.0		22.5	22.5					10.5		42.0	32.0	28.0	24.5	19.5				
MEDIAN	47.5	34.0		22.5	22.5					10.5		42.0	32.0	28.0	26.5	21.5				
THIRD QUARTILE	47.5	38.0		22.5	22.5					15.5		42.0	38.0	30.0	28.0	22.5				
NO. COMPANIES	4	2		3	2					2		2	2	3	2	3				
NO. EMPLOYEES	12	40		41	22					6		5	3	8	12	7				

TAMPA BAY, FL

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.0	26.9	18.3	17.4	13.9	14.3	15.1	21.3	17.9	13.8	11.6	42.3	35.3	31.8	26.4	21.7	44.3	35.2	31.2	32.1
FIRST QUARTILE	30.0	20.5	16.5	15.5	11.5	12.5	11.5	19.5	15.5	12.5	10.5	38.0	32.0	30.0	24.5	19.5	42.0	30.0	24.5	32.0
MEDIAN	40.0	26.5	18.5	17.5	14.5	15.5	13.5	19.5	17.5	12.5	10.5	42.0	36.0	32.0	26.5	21.5	44.0	34.0	32.0	34.0
THIRD QUARTILE	47.5	30.0	19.5	18.5	16.5	15.5	17.5	24.5	21.5	14.5	11.5	47.5	38.0	34.0	28.0	22.5	47.5	42.0	38.0	38.0
NO. COMPANIES	11	11	6	10	9	5	5	7	4	12	7	8	7	9	12	9	6	6	6	5
NO. EMPLOYEES	11	14	12	45	23	6	10	7	5	27	44	20	34	58	89	54	6	15	11	7

TULSA, OK

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	44.1	23.1	17.7	19.2	13.3	18.8	20.3	20.6	16.3	14.3	11.6	43.4	35.2	32.3	28.6	24.9		37.0		
FIRST QUARTILE	42.0	16.5	15.5	12.5	11.5	15.5	12.5	14.5	15.5	13.5	10.5	40.0	34.0	30.0	26.5	22.5		34.0		
MEDIAN	42.0	17.5	18.5	17.5	13.5	16.5	16.5	16.5	16.5	14.5	10.5	42.0	36.0	32.0	30.0	23.5		34.0		
THIRD QUARTILE	52.5	24.5	19.5	20.5	14.5	19.5	28.0	21.5	17.5	14.5	11.5	44.0	38.0	34.0	30.0	26.5		40.0		
NO. COMPANIES	6	3	3	3	4	4	2	4	5	3	2	3	3	6	5	4		4		
NO. EMPLOYEES	6	4	6	8	11	4	6	4	9	9	16	4	13	12	39	22		4		

WINSTON-SALEM, NC

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.8	29.2	18.8	19.2	15.0	19.3	16.2	24.3	18.1		12.9	43.6	34.6	32.8	27.4	19.6	36.5	33.6	32.0	
FIRST QUARTILE	32.0	25.5	16.5	15.5	13.5	13.5	13.5	20.5	15.5		11.5	40.0	28.0	30.0	26.5	14.5	20.5	25.5	21.5	
MEDIAN	36.0	26.5	18.5	18.5	14.5	18.5	14.5	22.5	16.5		12.5	44.0	34.0	34.0	28.0	17.5	38.0	38.0	26.5	
THIRD QUARTILE	52.5	32.0	20.5	22.5	17.5	19.5	16.5	30.0	19.5		14.5	47.5	40.0	36.0	28.0	22.5	40.0	38.0	36.0	
NO. COMPANIES	6	4	5	7	6	2	3	3	5		8	4	5	5	6	5	3	4	4	
NO. EMPLOYEES	6	6	9	23	18	4	20	3	7		45	5	10	23	28	8	4	5	6	

WESTERN UNITED STATES

EUGENE, OR

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE										16.1	14.7			34.7	29.5					
FIRST QUARTILE										15.5	13.5			34.0	28.0					
MEDIAN										15.5	15.5			34.0	30.0					
THIRD QUARTILE										16.5	15.5			34.0	30.0					
NO. COMPANIES										3	5			2	2					
NO. EMPLOYEES										7	10			6	4					

LOS ANGELES, CA

TOTAL ALL TYPES OF BUSINESS

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	48.5	34.3	27.7	21.1	17.6	20.4	22.1	20.1	19.2	18.8	15.6	48.0	40.3	36.0	31.4	33.4	50.8	44.2	41.6	44.3
FIRST QUARTILE	47.5	30.0	23.5	18.5	13.5	20.5	23.5	17.5	18.5	15.5	13.5	44.0	40.0	36.0	32.0	34.0	47.5	44.0	42.0	38.0
MEDIAN	47.5	34.0	30.0	23.5	20.5	20.5	23.5	20.5	19.5	20.5	13.5	47.5	40.0	36.0	32.0	34.0	52.5	44.0	42.0	47.5
THIRD QUARTILE	52.5	38.0	30.0	23.5	20.5	20.5	23.5	21.5	19.5	20.5	19.5	52.5	40.0	36.0	32.0	34.0	52.5	44.0	42.0	47.5
NO. COMPANIES	10	5	5	6	7	2	4	5	2	9	8	3	4	4	5	3	3	4	2	2
NO. EMPLOYEES	10	8	12	19	16	7	26	7	3	39	35	3	18	39	29	21	3	9	22	3

PHOENIX, AZ

TOTAL ALL TYPES OF BUSINESS

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.3	28.5	23.1	20.1	17.9	18.2	19.0	21.8	16.5	14.6	12.5	44.6	39.7	34.9	28.3	22.7	47.6	38.3	31.5	37.8
FIRST QUARTILE	34.0	22.5	20.5	17.5	15.5	14.5	15.5	18.5	14.5	12.5	10.5	42.0	38.0	32.0	24.5	19.5	44.0	36.0	28.0	24.5
MEDIAN	40.0	28.0	22.5	19.5	17.5	18.5	17.5	21.5	15.5	13.5	12.5	44.0	40.0	36.0	28.0	22.5	47.5	38.0	30.0	34.0
THIRD QUARTILE	42.0	34.0	24.5	22.5	20.5	18.5	21.5	25.5	17.5	16.5	12.5	47.5	42.0	38.0	30.0	24.5	52.5	42.0	36.0	47.5
NO. COMPANIES	19	17	8	13	17	10	11	17	16	25	18	14	14	16	13	12	11	11	9	8
NO. EMPLOYEES	19	32	45	58	70	19	31	27	36	165	82	32	152	144	108	88	14	71	26	8

PORTLAND, OR

TOTAL ALL TYPES OF BUSINESS

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.3	28.5	20.7	18.5	15.3	15.9	16.4	21.9	15.5	15.5	13.3	39.8	38.8	33.7	28.4	22.9	40.4	40.6	35.0	31.9
FIRST QUARTILE	38.0	22.5	18.5	14.5	14.5	13.5	13.5	19.5	14.5	13.5	11.5	36.0	34.0	32.0	25.5	19.5	36.0	36.0	34.0	26.5
MEDIAN	40.0	28.0	22.5	18.5	14.5	15.5	15.5	20.5	15.5	14.5	13.5	38.0	40.0	34.0	28.0	22.5	38.0	36.0	34.0	32.0
THIRD QUARTILE	44.0	32.0	22.5	20.5	17.5	16.5	21.5	22.5	16.5	16.5	15.5	47.5	42.0	36.0	30.0	26.5	40.0	47.5	36.0	42.0
NO. COMPANIES	18	12	8	12	4	5	5	6	6	10	6	9	6	11	16	10	4	5	4	4
NO. EMPLOYEES	18	15	17	35	9	7	11	6	12	22	37	13	28	40	80	24	4	5	8	5

PUEBLO, CO

TOTAL ALL TYPES OF BUSINESS

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.3			18.8						13.8		38.9		37.0						
FIRST QUARTILE	26.5			16.5						11.5		28.0		34.0						
MEDIAN	26.5			17.5						13.5		36.0		36.0						
THIRD QUARTILE	47.5			22.5						14.5		44.0		40.0						
NO. COMPANIES	3			3						3		3		2						
NO. EMPLOYEES	4			3						16		4		8						

SALEM AREA, OR

TOTAL ALL TYPES OF BUSINESS

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	30.9	25.9	18.8	18.3	15.3					12.5	12.4	38.2		32.7	27.4	21.2	38.7	34.4		
FIRST QUARTILE	30.0	25.5	17.5	16.5	13.5					11.5	11.5	38.0		32.0	25.5	19.5	40.0	34.0		
MEDIAN	30.0	26.5	18.5	19.5	15.5					12.5	11.5	40.0		34.0	28.0	20.5	40.0	36.0		
THIRD QUARTILE	30.0	26.5	20.5	20.5	16.5					13.5	13.5	40.0		34.0	30.0	22.5	40.0	36.0		
NO. COMPANIES	6	3	3	7	4					4	6	3		3	10	6	2	2		
NO. EMPLOYEES	14	22	3	50	52					217	15	22		35	128	131	6	22		

SAN JOSE, CA

TOTAL ALL TYPES OF BUSINESS

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	45.2	31.0	26.7	19.7	20.7		20.8	25.9	24.1	18.6	17.1	50.7	42.8	39.8	34.5	29.6		37.3		
FIRST QUARTILE	40.0	24.5	26.5	16.5	15.5		18.5	22.5	19.5	18.5	14.5	52.5	38.0	36.0	34.0	30.0		32.0		
MEDIAN	47.5	28.0	26.5	17.5	19.5		19.5	28.0	23.5	18.5	15.5	52.5	42.0	40.0	36.0	30.0		38.0		
THIRD QUARTILE	52.5	34.0	28.0	23.5	24.5		24.5	28.0	25.5	18.5	21.5	52.5	47.5	44.0	36.0	30.0		42.0		
NO. COMPANIES	10	9	6	9	7		3	7	4	7	7	5	5	7	9	8		2		
NO. EMPLOYEES	10	15	10	19	19		3	9	8	68	22	7	11	30	51	32		3		

SEATTLE, WA

TOTAL ALL TYPES OF BUSINESS

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	38.0	29.9	24.7	20.8	17.9	18.9	16.5	21.9	18.1	16.9	13.7	40.4	39.2	34.1	29.4	23.9	45.1	38.1	31.7	42.8
FIRST QUARTILE	34.0	28.0	21.5	18.5	16.5	13.5	14.5	20.5	17.5	15.5	12.5	38.0	36.0	30.0	26.5	20.5	42.0	36.0	28.0	34.0
MEDIAN	36.0	30.0	25.5	20.5	17.5	17.5	16.5	22.5	18.5	17.5	13.5	40.0	40.0	34.0	28.0	23.5	47.5	38.0	32.0	42.0
THIRD QUARTILE	44.0	30.0	26.5	23.5	20.5	22.5	18.5	22.5	18.5	17.5	15.5	42.0	44.0	36.0	32.0	28.0	47.5	42.0	36.0	52.5
NO. COMPANIES	12	13	8	20	12	6	6	5	9	16	10	15	11	17	20	12	5	7	6	3
NO. EMPLOYEES	15	21	15	49	41	7	14	11	22	55	26	25	52	88	135	66	11	30	29	3

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
	MANAGER - COMPUTER OPERATIONS	SUPERVISOR - COMPUTER OPERATIONS	LEAD COMPUTER OPERATOR	COMPUTER OPERATOR - LEVEL A	COMPUTER OPERATOR - LEVEL B	TAPE LIBRARIAN	DATA QUALITY CONTROL CLERK	SUPERVISOR - DATA ENTRY	LEAD DATA ENTRY OPERATOR	DATA ENTRY OPERATOR - LEVEL A	DATA ENTRY OPERATOR - LEVEL B	MANAGER-APPLICATIONS PROGRAMMING	PROJECT LEADER (Lead Programmer/Analyst)	SYSTEMS ANALYST (Sr. Programmer/Analyst)	PROGRAMMER/ANALYST	PROGRAMMER	MANAGER - SOFTWARE SYSTEMS PROGRAMMING	SENIOR SOFTWARE SYSTEMS PROGRAMMER	SOFTWARE SYSTEMS PROGRAMMER	DATABASE ADMINISTRATOR

(AMOUNTS IN THOUSANDS OF DOLLARS)

SEQUOIA-PALO ALTO, CA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	50.4	30.5	24.9	24.4	20.4			20.0	17.2	16.5	15.3		42.9	47.8	34.6	25.8	48.0	32.4		
FIRST QUARTILE	44.0	20.5	22.5	17.5	16.5			18.5	16.5	15.5	14.5		36.0	44.0	30.0	22.5	52.5	26.5		
MEDIAN	52.5	28.0	24.5	28.0	20.5			20.5	16.5	16.5	14.5		44.0	47.5	34.0	23.5	52.5	32.0		
THIRD QUARTILE	52.5	40.0	28.0	28.0	23.5			20.5	18.5	17.5	15.5		44.0	52.5	38.0	25.5	52.5	36.0		
NO. COMPANIES	4	3	2	3	4			3	3	5	5		3	4	4	4	2	2		
NO. EMPLOYEES	4	9	5	10	11			4	3	22	8		4	28	23	8	5	11		

STOCKTON, CA

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	49.2			18.8	17.1		16.0		18.2		15.0				30.6					
FIRST QUARTILE	47.5			17.5	15.5		15.5		13.5		13.5				26.5					
MEDIAN	47.5			17.5	16.5		15.5		17.5		14.5				30.0					
THIRD QUARTILE	52.5			18.5	18.5		16.5		23.5		16.5				34.0					
NO. COMPANIES	3			3	3		2		2		3				2					
NO. EMPLOYEES	3			4	8		4		3		22				8					

CANADA

HAMILTON, ON

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	39.4	32.8	25.8	25.1	21.3		24.0	29.8	19.2	19.5	17.1	46.1	37.4	36.6	29.5	26.4		35.1	24.3	
FIRST QUARTILE	32.0	28.0	20.5	21.5	17.5		15.5	19.5	16.5	15.5	13.5	42.0	32.0	32.0	26.5	23.5		32.0	22.5	
MEDIAN	38.0	30.0	23.5	22.5	20.5		19.5	32.0	18.5	17.5	16.5	47.5	34.0	34.0	30.0	26.5		36.0	23.5	
THIRD QUARTILE	44.0	36.0	34.0	30.0	26.5		34.0	38.0	20.5	25.5	18.5	52.5	42.0	38.0	32.0	28.0		38.0	25.5	
NO. COMPANIES	11	7	9	7	14		4	3	6	12	11	10	5	8	11	14		4	4	
NO. EMPLOYEES	11	10	15	20	47		6	3	6	41	16	13	10	32	56	59		7	8	

KITCHENER (GRAND VALLEY), ON

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	40.1	31.4	26.1	22.2	17.8	15.1	18.2		16.7	15.3	15.4	42.7	37.8	32.3	27.5	22.7		36.5	28.7	
FIRST QUARTILE	32.0	23.5	20.5	18.5	16.5	12.5	12.5		13.5	14.5	14.5	38.0	34.0	30.0	26.5	21.5		34.0	28.0	
MEDIAN	36.0	36.0	26.5	23.5	17.5	15.5	15.5		16.5	15.5	15.5	40.0	38.0	32.0	28.0	23.5		34.0	30.0	
THIRD QUARTILE	52.5	38.0	30.0	25.5	20.5	17.5	26.5		16.5	16.5	16.5	52.5	40.0	34.0	28.0	25.5		38.0	30.0	
NO. COMPANIES	6	5	5	11	8	2	2		6	5	5	6	4	9	9	5		2	2	
NO. EMPLOYEES	7	5	6	19	13	5	3		9	18	16	7	19	53	68	58		4	5	

MONTREAL, PQ

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	47.7	33.0		30.7						22.6	21.1		50.1	42.3	33.4	26.3			32.6	
FIRST QUARTILE	40.0	28.0		32.0						22.5	21.5		47.5	40.0	32.0	21.5			30.0	
MEDIAN	52.5	32.0		32.0						22.5	21.5		52.5	42.0	34.0	28.0			32.0	
THIRD QUARTILE	52.5	36.0		32.0						22.5	21.5		52.5	47.5	36.0	30.0			38.0	
NO. COMPANIES	5	3		2						2	3		2	2	3	3			2	
NO. EMPLOYEES	6	21		5						40	35		14	31	40	21			15	

REGINA, SK

TOTAL ALL TYPES OF BUSINESS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	50.8			23.8	24.8					19.6	19.5	42.2		40.0	29.6					
FIRST QUARTILE	52.5			19.5	22.5					18.5	19.5	26.5		38.0	26.5					
MEDIAN	52.5			25.5	26.5					19.5	19.5	47.5		40.0	30.0					
THIRD QUARTILE	52.5			26.5	26.5					20.5	19.5	52.5		42.0	32.0					
NO. COMPANIES	5			2	3					5	2	3		2	3					
NO. EMPLOYEES	5			3	10					17	4	3		7	8					

TORONTO, ON

TOTAL ALL TYPES OF BUSINESS

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	46.4	32.3	27.9	22.0	21.0	19.8	22.9	24.8	21.1	18.2	16.9	47.3	39.6	36.3	31.0	26.1	41.9	38.2	35.0	36.0
FIRST QUARTILE	44.0	28.0	25.5	19.5	19.5	16.5	20.5	20.5	20.5	17.5	14.5	44.0	36.0	32.0	28.0	23.5	36.0	34.0	34.0	30.0
MEDIAN	47.5	30.0	28.0	21.5	20.5	21.5	23.5	24.5	21.5	18.5	16.5	47.5	38.0	36.0	32.0	26.5	40.0	40.0	34.0	38.0
THIRD QUARTILE	47.5	38.0	30.0	24.5	24.5	23.5	23.5	25.5	22.5	19.5	18.5	52.5	44.0	40.0	34.0	28.0	44.0	42.0	36.0	40.0
NO. COMPANIES	8	6	5	9	8	2	4	7	5	9	7	7	4	10	12	7	4	6	3	5
NO. EMPLOYEES	14	11	11	24	20	3	10	9	10	33	18	11	11	38	63	55	4	11	8	5

WINNIPEG, MB

TOTAL ALL TYPES OF BUSINESS

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
AVERAGE	37.7	30.2	23.2	18.5	17.4		16.6	25.5	17.8	18.3	14.6	43.3	40.4	33.2	32.2	22.9			32.8	35.3
FIRST QUARTILE	36.0	22.5	19.5	17.5	15.5		14.5	19.5	16.5	17.5	11.5	30.0	36.0	28.0	30.0	18.5			32.0	30.0
MEDIAN	38.0	32.0	24.5	17.5	16.5		14.5	22.5	16.5	18.5	13.5	38.0	38.0	34.0	32.0	21.5			34.0	32.0
THIRD QUARTILE	38.0	38.0	25.5	20.5	19.5		15.5	32.0	20.5	18.5	14.5	52.5	42.0	38.0	36.0	26.5			36.0	44.0
NO. COMPANIES	8	7	6	6	8		3	4	5	8	7	4	6	9	8	8			3	3
NO. EMPLOYEES	20	7	13	7	21		5	5	15	30	16	4	6	29	31	37			6	5

DATA PROCESSING
SALARY CONVERSION CHART

	ANNUAL	MONTHLY	SEMI-MONTHLY	BI-WEEKLY	WEEKLY
1.	UNDER-11,000	UNDER-917	UNDER-458	UNDER-423	UNDER-212
2.	11,001 - 12,000	917 - 1,000	458 - 500	423 - 462	212 - 231
3.	12,001 - 13,000	1,000 - 1,083	500 - 542	462 - 500	231 - 250
4.	13,001 - 14,000	1,083 - 1,167	542 - 583	500 - 538	250 - 269
5.	14,001 - 15,000	1,167 - 1,250	583 - 625	538 - 577	269 - 288
6.	15,001 - 16,000	1,250 - 1,333	625 - 667	576 - 615	288 - 308
7.	16,001 - 17,000	1,333 - 1,417	667 - 708	615 - 654	308 - 327
8.	17,001 - 18,000	1,417 - 1,500	708 - 750	654 - 692	327 - 346
9.	18,001 - 19,000	1,500 - 1,583	750 - 792	692 - 731	346 - 365
10.	19,001 - 20,000	1,583 - 1,667	792 - 833	731 - 769	365 - 385
11.	20,001 - 21,000	1,667 - 1,750	833 - 875	769 - 808	385 - 404
12.	21,001 - 22,000	1,750 - 1,833	875 - 916	808 - 846	404 - 423
13.	22,001 - 23,000	1,833 - 1,917	916 - 958	846 - 885	423 - 442
14.	23,001 - 24,000	1,917 - 2,000	958 - 1,000	885 - 923	442 - 462
15.	24,001 - 25,000	2,000 - 2,083	1,000 - 1,042	923 - 962	462 - 481
16.	25,001 - 26,000	2,083 - 2,167	1,042 - 1,083	962 - 1,000	481 - 500
17.	26,001 - 27,000	2,167 - 2,250	1,083 - 1,125	1,000 - 1,038	500 - 519
18.	27,001 - 29,000	2,250 - 2,417	1,125 - 1,208	1,038 - 1,115	519 - 558
19.	29,001 - 31,000	2,417 - 2,583	1,208 - 1,292	1,115 - 1,192	558 - 596
20.	31,001 - 33,000	2,583 - 2,750	1,292 - 1,375	1,192 - 1,269	596 - 635
21.	33,001 - 35,000	2,750 - 2,916	1,375 - 1,458	1,269 - 1,346	635 - 673
22.	35,001 - 37,000	2,916 - 3,083	1,458 - 1,542	1,346 - 1,423	673 - 712
23.	37,001 - 39,000	3,083 - 3,250	1,542 - 1,625	1,423 - 1,500	712 - 750
24.	39,001 - 41,000	3,250 - 3,417	1,625 - 1,708	1,500 - 1,577	750 - 788
25.	41,001 - 43,000	3,417 - 3,583	1,708 - 1,792	1,577 - 1,654	788 - 827
26.	43,001 - 45,000	3,583 - 3,750	1,792 - 1,875	1,654 - 1,731	827 - 865
27.	45,001 - 50,000	3,750 - 4,167	1,875 - 2,083	1,731 - 1,923	865 - 961
28.	OVER 50,000	OVER 4,167	OVER 2,083	OVER 1,923	OVER 961

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Hiring and training new employees is a costly operation and is often double or triple the cost of regular pay raises to existing employees. By keeping turnover low, you can increase your firm's profits in both time and dollars.

To help you with this task, the Administrative Management Society offers valuable publications that provide you with conclusive answers to your salary and benefit questions. These guides will help you stay competitive with other companies in your business and region.

- ***AMS Guide to Management Compensation*** — presents up-to-date salary and benefit information for 20 key managerial positions. Covering over 30,000 managers in over 2,300 companies and 100 cities throughout the United States and Canada, the guide has been widely recognized as a standard reference for management compensation information. Statistics for each of the 20 positions are given by city and U.S. region, as well as national averages for the U.S. and Canada. There is also an industry breakdown.
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